

Bulletin

SUPPLEMENT
Report of the Advisory Committee
on the Memorandum of Agreement

No. 9 35th year

University of Toronto

Monday, December 7, 1981



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Administration, UTFA negotiate directly

Dyck insists on Dec. 8 deadline, binding arbitration

by Judith Knelman

The administration has begun direct confidential negotiations with the University of Toronto Faculty Association (UTFA) on its proposal to amend Article 6 of the *Memorandum of Agreement* so that it provides for final and binding arbitration.

Last week UTFA rejected a counterproposal produced by the Governing Council Advisory Committee on the *Memorandum of Agreement* after four negotiating sessions. President James Ham then invited UTFA president Harvey Dyck to negotiate directly, with the outcome to be considered at the Dec. 17 meeting of Governing Council.

The President told the *Bulletin* Friday he originally supported the counterproposal "as advice to the Governing Council in the context in which it was prepared" but was "responding to the total perception in the University community" in his subsequent overture to Dyck. "I have chosen to intervene, believing that what is at issue is not just equitable salaries for faculty and librarians but the good and balance of the whole institution. I had strong advice to take presidential initiative to resolve a crisis in which due process seems to be blocked."

Dyck has said that if UTFA does not receive an assurance by tomorrow night that binding arbitration will be recommended as a means of settling disputes over salary and benefit packages for faculty and librarians, the UTFA executive committee will recommend at a meeting of the council scheduled for Wednesday that a certification drive be launched.

Vice-Presidents David Nowlan and Alexander Pathy are attempting to resolve the impasse in confidential negotiations with Dyck and Professor Adel Sedra of electrical engineering. Though the administration does not acknowledge the deadline, Dyck said Friday that it still holds. He also said it was clear to the President that there would not be any agreement unless there is binding arbitration.

Dyck said it was too late to negotiate with committees of committees that might in turn advise the President. "When we sit down we are negotiating with the President through his agents. The negotiations are directly with the President through his two vice-presidents."

If the President advises Governing Council to approve changes to the *Memorandum of Agreement*, Dyck is confident the advice will be heeded.

Governing Council will also be considering the report of its advisory committee.

The President's decision to attempt to resolve the matter directly with Dyck came after a week of frenetic activity at Simcoe Hall and UTFA headquarters during which the counterproposal was proffered, rejected, defended and set aside.

The flurry began on Friday, Nov. 27, when the UTFA negotiating team arrived for a 9 a.m. meeting with advisory committee chairman Kendall Cork, Vice-President and Provost David Strangway, Nowlan and Pathy. UTFA had publicly refused to accept nothing less than binding arbitration, which the advisory

committee was flatly rejecting as unconstitutional, irresponsible and an ineffectual or even counterproductive strategy for dealing with the fundamental problem of underfunding. The committee's suggestion was to let Governing Council act as arbitrator in a salary dispute between UTFA and the administration. If either UTFA or the administration or both rejected a mediator's report both parties would explain their positions at a full and open session of the Council, which would then determine, on the advice of the Executive Committee, an appropriate settlement.

UTFA's negotiators, Dyck, Sedra and Diane Henderson of the Library, rejected

the counterproposal at the table, with Dyck explaining that his association would find it impossible to give Governing Council the authority to arbitrate salary settlements. In his view, the bargaining system offered in the counterproposal is weaker than that in Article 6, which contains a disincentive for the Governing Council to intervene.

By 10.15 the meeting had broken up, but both sides plunged into a campaign to inform the people who would be affected by the counterproposal of its contents. A copy of the advisory committee's 13-page report, along with a minority position by Professor R.M.H. Shepherd, chairman of the Academic Affairs Committee and a member of the advisory committee, was sent by campus mail to every faculty member and librarian. Shepherd's reservation was the unqualified rejection of binding arbitration: if UTFA would not accept the recommendations, which he thought reasonable, he felt Council should agree to binding arbitration.

That afternoon UTFA held an emergency meeting of its executive committee, which endorsed the rejection by the negotiating team and reaffirmed its commitment to binding arbitration.

Continued on Page 2

President circulates letter to Dyck offering new set of negotiations

The letter below, inviting the faculty association to negotiate in confidence directly with the administration, was circulated by President James Ham, with a covering letter, to all faculty members and librarians.

December 3, 1981

Dear Colleague:

I am deeply aware of and concerned about the sense of crisis in the University that has arisen out of the demand of the faculty association for binding arbitration for the determination of salaries and benefits and the rejection by UTFA's Council of the process proposed in the Report of the Advisory Committee to the Governing Council on this critical matter.

The good of the University in these parlous times is ill served by confrontation and dissension within. We need to stand together with reasoned conviction to fight for the life and quality of this place.

Out of a deep concern for our situation, I have as President sent the attached letter to Professor H.L. Dyck, President of the University of Toronto Faculty Association.

James M. Ham

December 3, 1981

Dear Professor Dyck: -
In your letter to me dated December 2,

1981 you refer to the "deepening crisis" in the University which has arisen out of the demand of the Association for binding arbitration in the determination of salaries and benefits, and the rejection by the UTFA Council of the solution proposed in the Report of the Governing Council's Advisory Committee.

Out of a profound concern for the good of the University, and notwithstanding the fact that the Report of the Governing Council's Advisory Committee has yet to be presented to the Council, as President I am writing to ask you (or your designate) and one other member of your Executive to meet with Vice-Presidents Nowlan and Pathy for the purpose of conducting confidential negotiations to determine if there can be agreed recommendations that I may be prepared to take to the Governing Council at its next meeting on December 17, 1981 to assist it in reaching its decision in this critical matter.

I am confident that you will respond to my initiative and would ask you to contact Professor D.M. Nowlan to make arrangements for this work to begin. I am informing members of the faculty, the librarians and the University community of this initiative. I invite you to meet with me so that I may give you my perspective on this critical matter prior to the commencement of these negotiations.

James M. Ham

Dyck hopes 'crisis' over by tomorrow

The following statement was released by Professor Harvey L. Dyck, president of the faculty association of the University of Toronto, Dec. 4.

The faculty association welcomes President J.M. Ham's positive response to my invitation of Dec. 2 that negotiations be resumed on UTFA's proposal for binding arbitration. Professor Adel Sedra and I, who will represent the faculty association in these negotiations, will do all that we reasonably can to reach agreement by Dec. 8 on a mutually advantageous system of final and binding arbitration. That outcome, which we earnestly seek, would bring the present crisis to an end and help start the longer process of re-establishing trust and harmony in the relations between Governing Council and the central administration, on the one hand, and faculty and librarians, on the other.

Ombudsman applications sought

A search committee has been established by President James Ham to receive and review applications/nominations for the position of University Ombudsman. Internal preference will be given to all applications received by the secretary, Marie Salter, room 106, Simcoe Hall, before noon Friday, December 11. This is an opportunity for internal promotion and all interested members of the University community who are university graduates with extensive knowledge of a university, the capacity to understand and deal with members of a university community at all levels and excellent communications skills, are invited to get complete information about applying from the Personnel Department or the committee's secretary.

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49th parallel needs to be straightened out

It's a crude job, says Erindale geodesist who has helped redefine latitudes and longitudes of North America

by Judith Knelman

Canadian geodesists are being asked by countries all over the world to help in the recomputation of latitudes and longitudes made necessary by advances in science, particularly in artificial satellites.

Professor Petr Vanicek of the survey science program at Erindale participated in a project sponsored jointly by the US National Geodetic Survey and the Geodetic Survey of Canada to redefine the latitudes and longitudes of North America after it was discovered that measurements that had been accepted for years as valid were actually inaccurate. His part of the work is over but the project won't be complete until the mid-1980s, when maps will have to be revised.

Meanwhile the rest of the world has to catch up. "We can't go to a country and tell them their positions are all wrong and that we'll correct them," says Vanicek. "It's their territory and they have to do it." But he says countries outside North America are asking for help from the Canadian surveying industry, which is known for its expertise in such measurement projects. Many other countries are now using techniques developed in Canada seven or eight years ago, says Vanicek.

Before the advent of man-made satellites there were two ways to establish the latitude and longitude of an arbitrary point on the surface of the earth. One was through astronomy, measuring directions and time instants. The other way, more commonly used, was through geodetic networks. From one point and one direction adjacent points were positioned through measurement of angles and distances between them.

When the US sent satellites into space in the late 60s and early 70s geodesists were finally able to determine the position of any point independently of the network, Vanicek says. The first attempts at definition used directions to satellites. Subsequent work almost exclusively uses differences in distances to the satellite as it flies by, he says.

The biggest change in the North American map will be at the 49th parallel, an irregular separation that marks the boundary between Canada and the US. Vanicek says it's off by several hundred metres because it was plotted by astronomy while the other lines were worked out by geodesy. "It's a crude job, especially viewed from our time of sophisticated positioning and computation procedures," he says. "If it had been done geodetically at least it would have been straight."

At various points in North America the differences between old and new measurements were found to run to many tens of metres, he says. "It was pretty dramatic. We had to say, 'Sorry, our latitudes and longitudes are not what we thought they were, so we have to recompute them all'."

Vanicek says satellites help geodesists determine not only positions but also changes in positions related to horizontal and vertical movements of the earth's crust. Various parts of Canada are moving up and down by as much as two centimetres a year in a response to the melting of the glaciers that covered them six to eight thousand years ago. As soon as the ice melted, the surface of the earth, which had been pushed down, tried to recover its original shape and it is still adjusting. Recently Vanicek completed a study for the federal Ministry of Energy, Mines & Resources on the effect of vertical crust movements on heights.

Vanicek has also been involved in a redefinition of the Canadian height register, which describes height in terms of its departure from the mean sea level. Sea level is not simply zero height level, he says. Contrary to popular belief water

risers to different heights — it isn't at one level only.

The techniques used to measure height are consequently prone to errors that accumulate and distort the results. In the last "levelling" of Canada — done in the late 60s — there was an error of about seven feet, he says. He expects the current project, funded by the same ministry, to make things easier for people who need to know precise heights in such undertakings as irrigation, river damming and tunnelling.

Vanicek says the earth moves up and down by about 75 centimetres with the same frequency as the sea tide. As with sea tides the movement is caused by the attraction of the sun and the moon. With a grant from the Natural Sciences & Engineering Research Council Vanicek established two stations in New Brunswick which measure these fluctuations in the shape of the earth. The fact that the earth has tides is significant, he says, because that means it is not entirely rigid but will

yield to steady pressure. Under short-lived pressure the interior of the earth is like a steel ball, but if the pressure is kept up it behaves more like a ball of wax.

Geodesists have found the earth's crust pushes down in response to pressure exerted by the water driven by sea tides. As the sea moves into the Bay of Fundy, for instance, the weight of the water depresses the crust and spreads inland so that it can be measured 60 miles away at the station Vanicek established in Fredericton.

Scientists at the station can also observe the response of the earth to variations in barometric pressure, temperature and precipitation. "The exciting part of it is that there are still very many things we don't know, but all these measurements contribute to a better understanding of the internal structure of the earth," says Vanicek.

'SPATE may struggle with GOAT but SAUL will, one hopes, prevail'

The Ontario Confederation of University Faculty Associations (OCUFA) has released the 1981-82 *OCUFA Acronyms Guide*.

Printed and distributed annually for the last five years, this year's guide, with 17 percent more acronyms, is suggested for use as a practical addition to basic information sources.

In a preface to this edition, OCUFA explains the need for the acronyms guide:

"Those who work in and around higher education bodies are familiar with, and tend to ignore, a climatic condition one observer has labelled 'alphabet fog'. What is a light mist to the insider, however, can be an impenetrable wall to the outsider.

"The urge to acronymize anything that operates in higher education is not unique to the field. Wherever there are shared responsibilities, differing levels of authority, and complex issues to be analyzed, acronyms flourish. At their

best, acronyms are an internal code, part of the working language of the experts. At their worst, they are alchemical incantations, and facility with strings of letters is taken to be a mark of enlightenment as to the inner mysteries.

"No less a student of the higher knowledge than the Minister of Colleges & Universities recently suggested a campaign against acronyms. The sentiment is laudable, but the practicality is questionable. The acronym is here to stay. While SPATE* may continue to struggle with GOAT**, the guiding principle of SAUL*** will, one hopes, prevail. The OCUFA acronyms guide is offered as a contribution to that end."

For a copy of the acronyms guide, contact OCUFA at 979-2117.

*Society for the Propagation of Acronymic Titles for Everything

**Group of Acronym Terminators

***Sensible Acronym Use League

Memorandum of Agreement

Continued from Page 1

Later, Dyck prepared a negotiating report to members, a one-and-a-half page interpretation of the 13-page document. His view was that the advisory committee should "scrap its embarrassing proposal as a mistake" and agree to binding arbitration.

On Sunday, Nov. 29, the UTFA office was a hive of activity as 4,000 copies of the negotiating report were prepared to be hand-delivered to members the next morning, when the counterproposal would be received.

The next afternoon, Monday, Nov. 30, saw two crucial meetings on the central campus, both starting at 4.30. One was in Croft Chapter House, where the UTFA Council considered and unanimously rejected the counterproposal. The other was in the Council Chamber at Simcoe Hall, where the President asked principals, deans and directors of the University what they thought of the counterproposal.

On Wednesday Dyck sent a letter to the President communicating his associa-

tion's rejection of the counterproposal. Mentioning the "deepening crisis" in the University, Dyck said he was prepared to resume negotiations on the basis of UTFA's proposal. He drew the President's attention to the support the proposal had drawn across the campus. It was now clear, Dyck said, that principals, deans, chairmen, faculty colleagues and librarians supported UTFA's position.

On Thursday morning the President sent a letter delivered by hand to Dyck inviting him to meet with him and then, with another executive member, conduct direct confidential negotiations with Nowlan and Pathy to see if they could agree on a set of recommendations that he could take to Governing Council. A copy of the letter, with a covering letter, was sent to faculty members and librarians.

That afternoon Dyck phoned Nowlan to arrange the negotiations. They were set to begin on Sunday.

Friday afternoon he and the President met to clarify the process of negotiation.

Entrance exams recommended for arts and science

Faculty urged to lead way in imposing standards

A working group headed by Principal Dennis Duffy of Innis College has advised the Faculty of Arts & Science to require applicants from grade 13 to write entrance examinations, beginning in 1985. Its recommendations will be considered at today's meeting of the General Committee.

The group has told Dean Arthur Kruger that the absence of any common standard of achievement within the provincial high school system and the flourishing of certain private schools whose transcripts do not reflect students' ability to perform in university make it necessary to corroborate marks from the high schools. Students whose first language is not English and who have studied in an English-language school system for not more than four years would have the option of writing a recognized test of facility in English instead of an English composition test. Pre-university and Transitional Year Program graduates and foreign and out-of-province applicants would not have to write the tests.

An American battery of tests, the College Entrance Examination Board (CEEB) series, would be the base. All applicants from grade 13 would have to write the English composition test, which would be administered for the first time in December 1984. One other test could be selected from the CEEB series (which includes French, German, Hebrew, Latin,

Spanish, biology, chemistry, physics, mathematics, American History, European history and English literature) or as an alternative the applicant could write a test in Canadian history.

The working group has suggested that the Ontario Institute for Studies in Education (OISE) be asked to develop the history test. The initial cost would be between \$10,000 and \$12,000 with a smaller sum to be paid for alternate forms so that the same questions do not recur year after year.

OISE has developed a test in English language proficiency that has been adopted by four Ontario universities, but it is three hours long. The OISE test would throw too much weight onto English skills without balancing the student's profile with tests in other areas, the group says. The American test the group recommends allows 40 minutes for multiple choice questions and 20 minutes for an essay. Students who achieve acceptable scores on the CEEB test in English composition would not be required to write the faculty's English Proficiency Test.

CEEB would incorporate the Canadian history test and administer and score it. The package recommended for U of T has been widely used for years by all the major US universities, often in combination with the Scholastic Aptitude Test (SAT). Educational Testing Service, which develops the CEEB tests, is also widely

known for its Graduate Management Admissions Test (GMAT) and Graduate Record Examination (GRE).

CEEB would place a testing centre within 75 miles of every applicant's school or provide for separate administration of the test. It would cost about \$20 for a student to write a package of two or three tests, the extra one being optional. Results would be weighed along with grade 13 marks in a formula to be determined by the faculty's Committee on Admissions.

The group has suggested that the two criteria could be combined as an average of test score average and high school average, a weighted average of test score and high school averages, with course marks given more value, or an average where each grade 13 credit and each test score receive equal value. Successful applicants who enrol would have their test fees refunded by the University, according to the plan of the working group. This would mean an expenditure of at least \$100,000, since it's estimated that there would be between 5,000 and 6,000 successful applicants.

(For an additional outlay of about \$200 an applicant could take a "cram" course

in English, mathematics, biology or chemistry from an American firm that specializes in preparing students to write the tests, the Stanley H. Kaplan Educational Centre, which has a branch in Toronto.)

Duffy's group has told Kruger it is aware of obvious drawbacks to the plan but it feels the faculty should go ahead. It is possible the number of applicants would drop once the entrance exams were required. There would be a cost to the University as well as to the applicants, and probably a cost in public relations as well when schools whose marks are at odds with entrance test scores register objections.

The group notes the noncommittal attitude of other undergraduate divisions in the University and the unwillingness of other universities in the province to join U of T in imposing pre-admissions testing. But in the face of what it calls the Ministry of Education's dogged unwillingness to establish a standard for high school graduates, it urges the Faculty of Arts & Science to lead the way in the imposition of standards by the universities themselves.

20% fail English proficiency tests

If they can't make it by the end of 2nd year, they're out, says Kruger

The failure rate in the English proficiency tests given this fall in the Faculty of Arts & Science was roughly the same as last fall's, but more students received "clear" passes this year.

There are three possible grades for the exam — pass, marginal pass and fail. About 20 percent of those who wrote the test failed and will have to rewrite the test and obtain a passing grade before they enter their third year in the faculty. "We are not going to keep in the faculty a student who can't write five or six paragraphs," says Dean Arthur Kruger. "If that means we're going to lose students, so be it."

They'll have two more chances before next fall: the tests will also be run in January and May. It costs nothing to write the English proficiency test the first time, but after that it's \$10. The alternative is to pass a special course in basic writing skills. Cost of that is \$75.

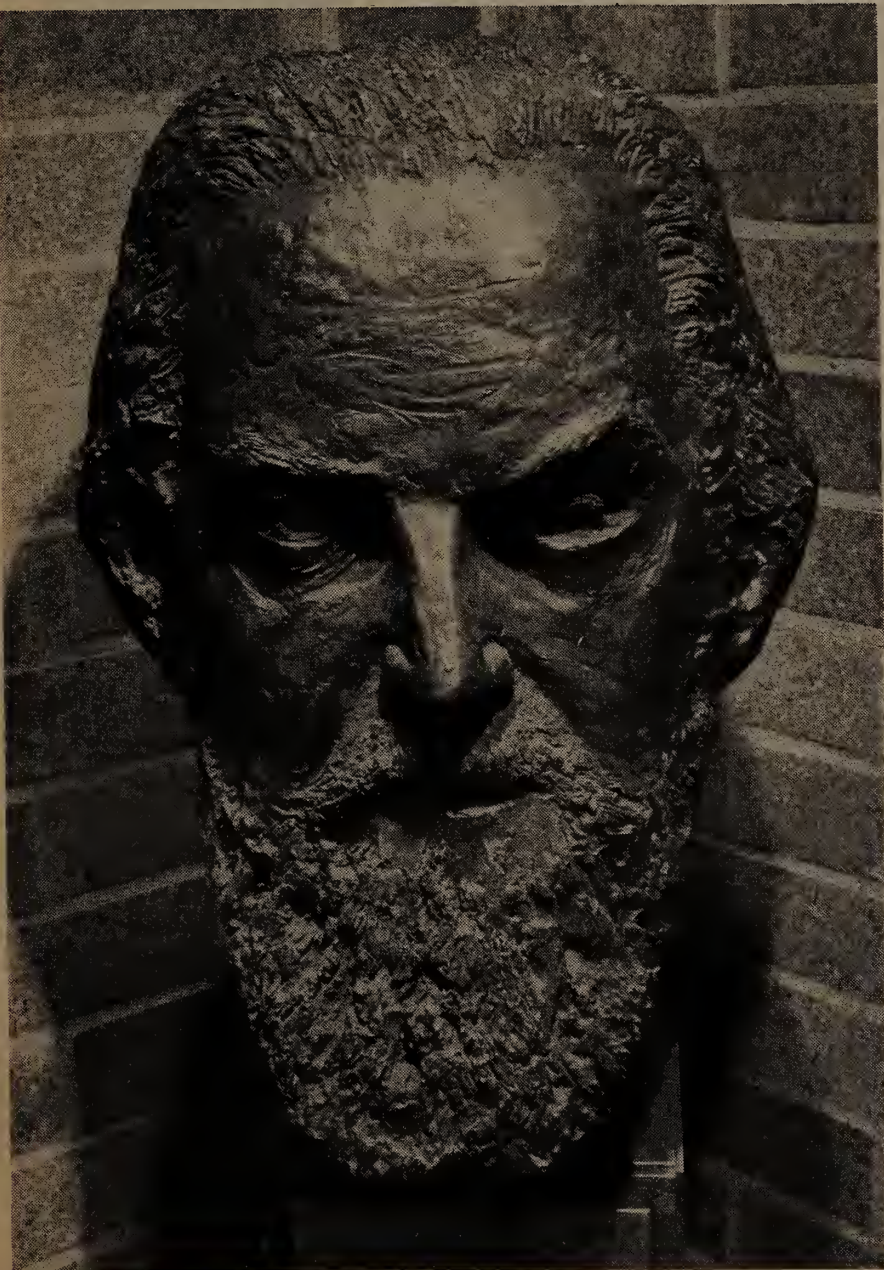
On the St. George campus 16 percent failed the test. At Scarborough College the failure rate was 21 percent and at Erindale it was 31 percent. By far the

majority of the failures are second-language students, says Marian Tyacke, coordinator of second-language courses in English for the School of Continuing Studies. Most of these, she says, are visa students.

The failure rate for students from so-called "visa schools" was 77 percent. Though some of the schools had as many as 66 students writing the test, not one had more than three graduates who received a clear pass.

Dean Kruger says he's concerned that ghostwriters are being used by some students who feel unequal to the test. "When the test was held at Erindale they did something very interesting," says Kruger. "They asked students to write down their birthday, and at that point some people walked out."

Students are given 90 minutes to write the test, which consists of one 300-word essay on a general topic such as the purpose of sports in the 20th century or the quality of life in the last 10 years.



Library named after Robertson Davies

By a unanimous decision of the College Corporation, Massey College has named its library the Robertson Davies Library, in honour of the founding master, to recognize his distinction as a writer and his contribution to the college in its early years. At the entrance of the library is this bust of Davies by sculptor Almuth Lutkenhaus. A plaque above the bust was unveiled by the new master of Massey, J.N.P. Hume, Nov. 27, the day Davies received an honorary LLD from U of T.

Scholarship fund established for disabled students

For the first time, financial assistance in the form of scholarships is being offered to disabled students who wish to attend university and may not be able to do so because of the additional expenses they may incur as a result of their physical disability.

Announced in November and designed to coincide with the International Year of Disabled Persons program, the \$100,000 fund was established with a donation from Imperial Associated Companies (Imasco) to the Association of Universities & Colleges of Canada (AUCC). In charge of 71 existing scholarship programs, AUCC will administer the Imasco Scholarship Fund for Disabled Students.

The Imasco Scholarship Fund will provide individual grants of \$1,500 to eligible disabled students who are Canadian citizens and are presently attending full-time undergraduate studies at a Canadian university, or who have completed requirements for admission to a Canadian university.

A selection committee composed of 13 university representatives will select suitable candidates for the scholarships. In the first year, (1982), AUCC expects that a minimum of five scholarships will be available.

More information on the scholarship fund can be obtained from AUCC at (613) 563-3527.

Appointments

Associate dean appointments in Faculty of Medicine

Dr. Donald W. Clarke has been appointed associate dean, basic sciences, for a three-year term effective September 16, 1981.

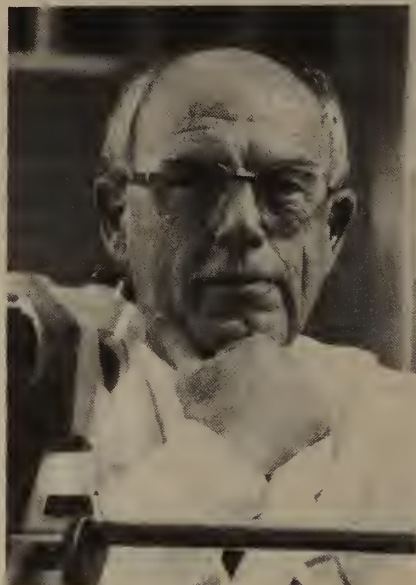
Dr. Clarke came to U of T in 1951 as assistant professor in the Department of Physiology, becoming associate professor in 1959 and professor in 1966. He was acting chairman of the Banting & Best Department of Medical Research (BBDMR) in 1967-68 and has been an honorary professor in the department since 1964. He was graduate secretary of both the Department of Physiology and BBDMR from 1965 to 1979.

★ ★ ★

Professor K.J. Dorrington has been appointed associate dean, research, effective July 1, 1981 to June 30, 1984.

Prof. Dorrington joined U of T's Department of Biochemistry and Institute of Immunology as an associate professor in 1970. He was appointed professor in 1975 and chairman of the Department of Biochemistry in 1977. The following year he was appointed associate dean, basic sciences.

Prof. Dorrington was vice-provost, health sciences in 1976-77 and has been

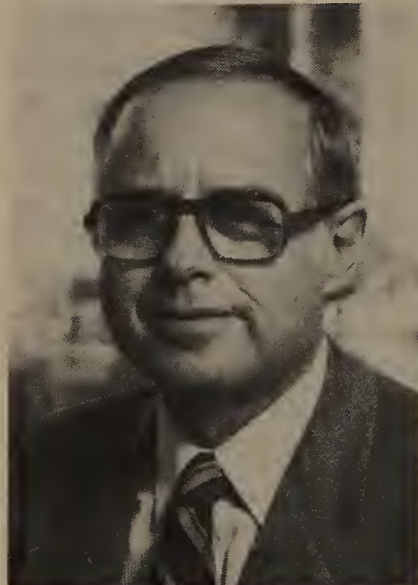


Dr. Donald W. Clarke

a member of the U of T Research Board and the Health Sciences Committee since 1977.

★ ★ ★

Dr. Eugene Vayda has been appointed associate dean, community health, for a



Dr. R.H. Sheppard

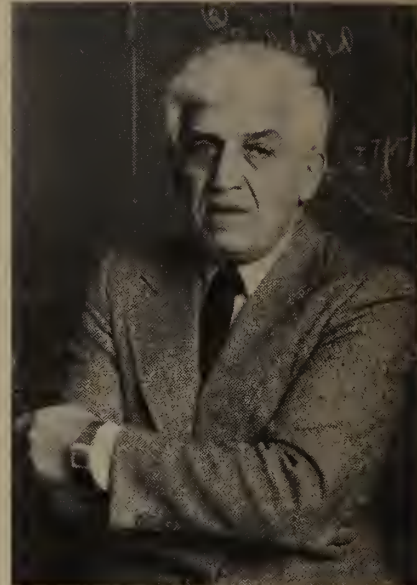
five-year term, effective July 1, 1981.

Dr. Vayda came to U of T in 1976 as chairman of the Department of Health Administration. In the same year he was appointed to the staff at the Toronto Western Hospital and to the Department of Clinical Epidemiology & Biostatistics at McMaster University. In 1977, he was made an associate professor in the Department of Medicine.

★ ★ ★

Dr. R.H. Sheppard has been appointed associate dean, post-graduate affairs, for a three-year term effective July 1, 1981.

Dr. Sheppard came to U of T's Department of Medicine in 1955, was assistant professor in 1965 and associate professor in 1970. He joined the Toronto Western Hospital attending staff in 1955 and was head of the endocrine clinic and director



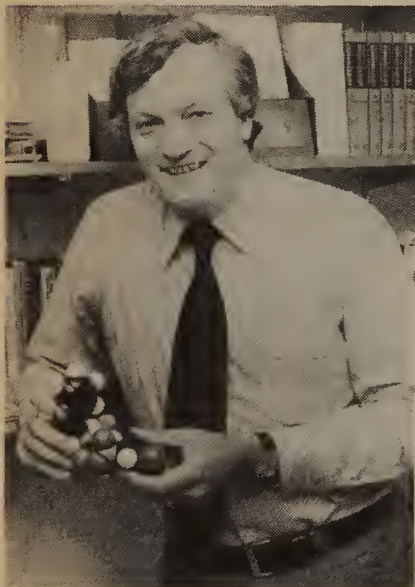
Dr. J.T. Marotta

of the Department of Nuclear Medicine from 1965 to 1971, when he went to Sunnybrook Medical Centre as head of the Division of Endocrinology & Metabolism.

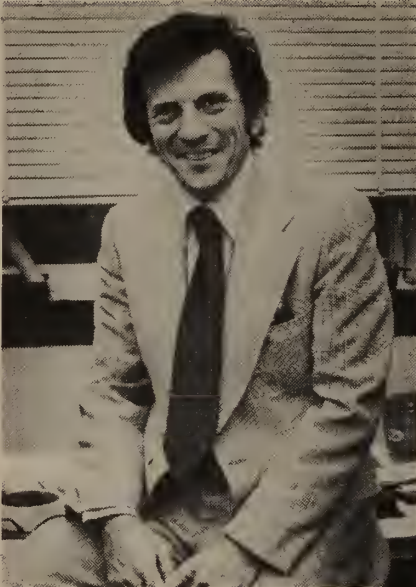
★ ★ ★

Dr. J.T. Marotta has been appointed associate dean, clinical sciences and institutional relations, effective July 1, 1981 to June 30, 1986.

Dr. Marotta was appointed to the neurology staff at St. Michael's Hospital in 1956 and was named physician-in-chief in 1969, a post he held until 1979. He was appointed assistant professor in the Department of Medicine in 1964, associate professor in 1967 and professor in 1969. From 1979 to 1981 he was director of the Division of Neurology at the Wellesley Hospital.



Professor K.J. Dorrington



Dr. Eugene Vayda

Matthews to head OCUA

Professor Burt Matthews, president of the University of Waterloo until last June, will assume the position of chairman of the Ontario Council on University Affairs (OCUA) March 1, 1982.

The appointment, announced earlier this month by Ontario premier William Davis, will place Matthews at the head of the 20-member council that advises the provincial government on funding and other matters affecting all of Ontario's

post-secondary institutions.

Until March 1 when he will succeed William Winegard as chairman of OCUA, Matthews will be a member and vice-chairman of the council.

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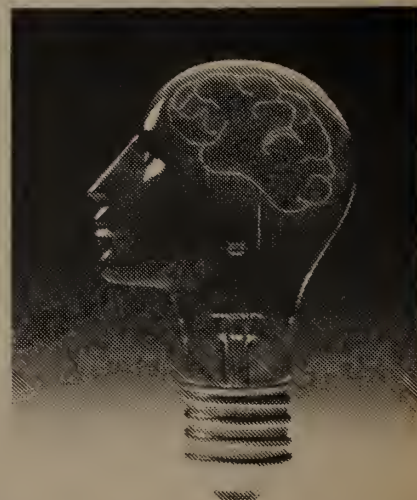
Editor: Norma Vale
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Advertising: Marion de Courcy-Ireland,
978-2106

Director: Elizabeth Wilson

Material may be reprinted in whole or in part with appropriate credit to the *Bulletin*.

Published every two weeks by the Department of Information Services, 45 Willcocks St., University of Toronto, Toronto, M5S 1A1
Telephone 978-2102

Submissions for publication must be in the *Bulletin* office 10 days before publication date. Display advertising space must be reserved two weeks before publication date.



**CANADA'S
ENERGY IS
MINDPOWER**

Vincent Wheeler Bladen: Memories

by Lorie Tarshis



V.W. Bladen 1900-1981

Stancer's research hailed as foundation for future work on biology of depression

Thanks to the work of a team of researchers at the University of Toronto, psychiatrists now have evidence that susceptibility to depression is genetically transmitted through a gene located on chromosome 6.

Dr. Harvey Stancer, professor of psychiatry at U of T and chief-of-service of the Affective Disorders Unit at the Clarke Institute of Psychiatry, worked in a parallel investigation with doctors and scientists at the University of Rochester, N.Y., to find a genetic link among members of families in which two or more members suffered from depression. The Rochester group was headed by Dr. Lowell Weitkamp.

Dr. Weitkamp's group analyzed blood samples from the families of parents diagnosed as depressive by Dr. Stancer's group. Neither team knew the conclusions reached by the other until the study was completed.

The results showed that in families with one affected parent and an affected child and with two or more affected siblings, affected children had the same gene, identifiable because it is HLA-linked. That means it could be identified through examination of blood cells. The Human Leukocyte Antigen or immune response is located on the surface of the body's white blood cells. Significantly, the HLA

marker was inherited from the unaffected parent more often than chance would allow.

The gene is not passed on in the mendelian or straightforward dominant or recessive pattern but in a complex manner more properly described as "multifactorial", which means that other genes as well as psychological and environmental events may be responsible for the illness. Susceptibility would make depression more likely in those who have the gene than in the general population, but only in combination with other factors.

Dr. Stancer's co-workers included Professor Emmanuel Persad of the U of T Department of Psychiatry and Christine Flood, Thecla Jorna and Dorothy Beasley of the Clarke Institute. The project was initiated at U of T and funded by the federal Ministry of Health & Welfare. It was announced last month in the *New England Journal of Medicine*, which hailed it in a lead editorial as a foundation for future work on the biology of depressive disorders.

I try here, while memories are still fresh, to capture something of the man — Vincent Bladen. By mentioning no more than a few of his many official contributions — director of University institutes, department chairman, dean of arts and science, chairman or member of several important commissions, president and later chairman of the National Ballet School — I am conscious that I can be charged with a brutal dissection, a failure to set out the whole man. Unlike many academics he was, like his heroes Adam Smith, Alfred Marshall and Maynard Keynes, a public man too, and unlike some public men, he was very strongly an academic who thought deeply and fruitfully about public policy. Here I shall emphasize his more private contributions for they were more human in scale, and I knew him best as teacher, a continuing support and a colleague.

He was a magnificent teacher — not a spellbinder but far more important, a person who could stimulate his students (and colleagues). I came to know him first more than 50 years ago in 1929-30. At that time we students thought of him as friendly and helpful, though very dignified, somewhat stiff and even a bit awe-inspiring. (To think that he had just turned 29!). But he was not at all arrogant as (according to him), one of the great economists at his university — Francis Edgeworth — had described him 10 years earlier in a letter in which he had proposed that the department at Toronto consider him for an appointment here. It would have been difficult to see arrogance in

anyone whose sense of humour and personal warmth were so well developed.

For good reason, he was sure of himself. As a result he could afford to learn from anyone. In the course he gave to the fourth year — which we labelled "The History of Economic Thought from Adam Smith to Adam Smith" — he seemed ready to practise any guile to interest us in political economy and if, to us, in the autumn and winter of 1931 as economies everywhere went into a free fall, the *Wealth of Nations* seemed to be strikingly irrelevant, he encouraged us to become involved in more current works. He did not insist that we accompany him through Adam Smith's pages. His students, if they were willing to try their undeveloped wings at being creative economists, would be assigned the role of instructor; he was perfectly willing to act as pupil. If we could understand anything, or more likely thought we could, even when our understanding seemed to create a block between us and Adam Smith, he was sympathetic and patient.

This same self-assurance enabled him to delight in any triumph enjoyed by his students or colleagues. It also allowed him to extend his interests far beyond economics. He was as happy over the success of a Veronica Tennant, a Karen Kain, a Frank Augustyn or the Boys' Choir of Toronto as he was over the accomplishments of Doug Hartle, Bill Hood or Bob Bryce, or amongst his younger colleagues or former students, by the achievements of Harry Johnson, Don Campbell or Meyer Bucovetsky.

To him, political economy was very important, but as a means, not an end. The quality of life and its sources in music, the ballet, art, and civilized and human contacts were what really counted. He relished Keynes' toast at a banquet in his honour when he gave up his post as editor of the *Economic Journal*: "I give to you the toast of the Royal Economic Society, Economics and Economists, who are the trustees, not of civilization, but of the possibility of civilization."

He lived as such a trustee; a civilized man and a great one.

It will surprise no one to hear that a few weeks before the end he sent out an appeal on behalf of the Boys' Choir; and that he met his class at Scarborough College on his last full day.

The last sentence of one of his major works says: "What a civilized man Keynes was." The same may be said of Vincent Bladen.

Lorie Tarshis is Professor Emeritus of the University of Toronto and Stanford University.

Typical Bladen

Vincent Bladen was a member — the only life member — of the committee which must approve all books published by the University of Toronto Press. On Nov. 26 that committee was to meet. In the morning came a message: Vincent had been taken to hospital after suffering a heart attack, but he wanted us to know that he voted for a manuscript he had been asked to assess.

That was the last act in a career that is unprecedented in the history of this university. It was typical of the man: dedicated, definite and positive.

Ian Montagnes
University of Toronto Press

Gallant gives manuscripts to Thomas Fisher library

Mavis Gallant, the expatriate Canadian writer, has chosen the Thomas Fisher Rare Book Library as the repository of her manuscripts.

The gift has been accumulating over the past two years and is not yet complete, says Richard Landon, head of the rare book library, but when it is it will be one of the major manuscript collections in Canadian libraries.

The Fisher library has a strong Canadian collection — the finest in Canada, Landon says. Its manuscript holdings include the works of Margaret Atwood, Earle Birney, Dennis Lee, Gwendolyn MacEwan, Raymond Souster and John Newlove.

Though Gallant has lived in Paris for the past 30 years, she considers herself a dyed-in-the-wool Canadian because she was educated here. She grew up in Montreal

and is fluently bilingual. Her everyday life is conducted in French, but she says she thinks, writes and usually dreams in English.

Her reputation as a major English-language writer was made in the United States after her short stories began appearing in *The New Yorker* in the early 1950s. It is only in recent years, however, that she has been considered a major Canadian writer. Her position has now been secured with an Order of Canada awarded last month and a newly published collection of her Canadian short stories, *Home Truths* (Macmillan).

In Canada to collect her award, Gallant has been persuaded to do a series of readings from her book on Canadian campuses. She appeared at Massey College Nov. 4.

Research News

U of T Humanities & Social Sciences Committee Conference Travel Grants

Funds are available to cover transportation costs only to present a formal paper at an overseas conference. The deadline date for conferences which are to take place from April 1 to July 31, 1982 is *January 15*. Funds are usually fully committed for each conference grant competition, so that it is recommended that applications be submitted by the above deadline date even if official confirmation of the invitation to present a paper will be delayed.

For further information, call ORA at 978-2163.

U of T Pure & Applied Sciences Committee Small Grants Competition

The purpose of the competition is to assist in dealing with unforeseen needs such as sudden emergencies which could not be anticipated or the need to act immediately on an exciting new research idea. An amount of from \$20,000 to \$30,000 is available in total for this

competition and it is unlikely that individual awards will exceed \$5,000.

The deadline date for the competition is *January 15*. For further information and application guidelines, call ORA at 978-2163.

Brookings Institution Science, Engineering & Public Policy Fellowships

The purpose of this new program is to encourage scientists and engineers to contribute more effectively to continuing debates on nuclear power, genetic engineering, environmental concerns and other public policy issues involving technical considerations. The fellowships bring senior scientists and engineers to Washington, D.C. for a year to increase their understanding of public policy and provide them with the opportunity to contribute to a more informed public dialogue on policy issues influenced by science and technology.

Fellowships will be awarded annually to three scientists in the physical, natural and biological sciences and engineering sciences chosen from among candidates nominated by department heads, deans, institute or laboratory directors at universities, nonprofit research institutions, industrial and government laboratories, or by members of an advisory committee to the program. Candidates from the social sciences and the humanities are not eligible for this fellowship.

Candidates should normally be full professors or equivalent level, but younger candidates who show exceptional promise will be considered as well. A stipend equivalent to the fellow's annual salary at his or her institution (up to \$50,000) will be offered. Fellows will receive some secretarial and research assistance and limited travel funds, as well as specified relocation expenses to and from Washington, D.C. for themselves and their families. Fellows are selected on the basis of their stature in their own fields, their willingness to devote a year to public policy research, and the relevance of their interests to the ongoing Brookings research program as well as the importance of the issues which they will address.

Nominating letters for 1982-83 fellowships should be forwarded to the agency by *January 15*. For further information and application forms, call ORA at 978-2163.

Juvenile Diabetes Foundation (US) Research Grants

Grants are available to support meritorious research projects in the field of diabetes. Funds are available for salary for technical help, supplies, travel, equipment, and other costs. The award is for up to two years with the second year based on a non-competitive progress report.

The deadline date for applications is *March 1*. For further information, call ORA at 978-2163.

Technicon Instruments Corporation Program of Grants for Research in Biomedical & Industrial Instrumentation

The purpose of the program is to identify and support significant academic research on novel concepts or technologies in biomedical and industrial instrumentation which can establish the basis for the development of products with significant commercial value. Preference will be given to innovative approaches, concepts with important advantages over existing methods and proposed products which have a breadth of application and market potential commensurate with the costs and risks of the research program.

Grants cover direct and indirect costs, to a maximum of \$100,000 for each grant, for a one-year period. In most cases grantees will be eligible for renewal of their grants for a second year. Both basic

and applied research proposals will be considered. Eligibility is open to faculty members and scientists from colleges, universities, medical centres and non-profit research institutes worldwide.

Preliminary proposals are requested to enable Technicon to make a preliminary appraisal of its interests in the proposed research program. These are welcome at any time. If a full proposal is then requested, it should be submitted six to nine months prior to the anticipated starting date for the grant. The preliminary submission must be made on a strictly non-confidential basis. If a full proposal is requested and an award is not made, Technicon agrees not to use or disclose any proprietary material included in the proposal for a period of one year following the receipt of such proposal, at which time Technicon shall be free to use the material, except as embraced in the claims of issued patents, or to disclose the same without obligation to the person or persons having proprietary rights therein. Technicon also requires that patent and invention rights be granted it as part of the award agreement.

For further information, call ORA at 978-2163.

Royal Bank Award

The purpose of the award is to honour a Canadian citizen or person domiciled in Canada whose outstanding achievement

is of such importance that it is contributing to human welfare and the common good. To be eligible a candidate must be a Canadian citizen, a person domiciled in Canada, or a team of such individuals. There is no intention to limit the award to a technical achievement so that the range of eligible activity is extremely broad and may embrace the natural and social sciences, the arts and humanities and the business and industrial worlds.

Candidates cannot make personal application for the award; to be considered they must be proposed and recommended by two or more persons, who will be required either to sign jointly the principal letter of recommendation or to provide and sign separate letters. The award carries with it a cash grant of \$100,000.

Nominations must be submitted to the agency by *February 28*. For further information, call ORA at 978-2163.

Upcoming Deadlines

Leukemia Research Fund (Toronto) research grants: *January 4*.

Connaught Fund new staff grants: *January 15*.

Ontario Mental Health research studentships: *January 15*.

Ontario Thoracic Society (Ontario Lung) grants-in-aid of research: *January 15* for grants for a one-year period commencing July 1.

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Committee Highlights

At its Nov. 11 meeting, the Business Affairs Committee

recommended for approval

- Pension Task Force Report
- recommendation concerning cancellation of Canada Life Policy 3880 and appointing Montreal Trust the Master Trustee

approved

- appointment of three money managers and the distribution of the funds between the managers, subject to approval by Governing Council of the recommendation to cancel Canada Life Policy 3880
- Annual Infrasizers Ltd. annual financial statements

• Mary Gertrude P'Anson Fund terms of reference: The committee concurred with the recommendation of the Planning & Resources Committee

received for information

- annual report of changes in budget appropriations; another report, containing more detail, will be submitted to the Audit & Finance Subcommittee
- individual changes in budget appropriations over the amount of \$100,000 under administrative authority; two reports: one for September and one for October
- semi-annual report of gifts and bequests

At its Nov. 12 meeting, the Academic Affairs Committee

recommended for approval

- the Report of the Committee to Review the Fawcett Rules and Revise the School of Graduate Studies Statute

received for information

- report from the University Tribunal — the tribunal reported on one academic discipline case.

- Faculty of Arts & Science and Scarborough College changes in English admission requirements

- School of Graduate Studies proposal for program reviews

At its Nov. 16 meeting, the Planning & Resources Committee

recommended for approval

- Budget Guidelines for 1982-83

received for information

- a preliminary report on use of additional income
- Connaught Development Grant Prospectuses: additional prospectuses will be forwarded to the committee. In December, the committee will designate areas eligible to receive grants
- Towards a Policy on the Use and Development of Computer Services at U of T: A policy will be forwarded for the committee's December meeting
- McLuhan Program in Culture & Technology: A recommendation for funding the appointment of a director will not come forward until the program has been fully reviewed

At its Nov. 17 meeting, the Committee on Campus & Community Affairs

approved

recommendations from the Policy Review Working Group

- that the administration develop general policy statements on the Advisory Bureau and the Housing Service and bring them to the committee by March 1982; and on the International Student Centre by April 1982

- that the administration review and re-affirm existing policy or develop a new general policy statement for the Career Counselling & Placement Centre and bring it to the committee by April 1982

U of T Press and Bookroom Christmas hours

To better serve its constituents, all offices of the University of Toronto Press will be open for business from 8.45 a.m. Dec. 29 to 1 p.m. Dec. 31.

The University of Toronto Bookroom will also be open for business from 8.45 a.m. to 1 p.m. on Dec. 24 and on Dec. 29 and Dec. 30.

Hydrogen: the fuel of the future

With a \$10 million commitment, U of T will establish what could become Canada's NASA

by Judith Knelman

The University of Toronto has been invited by the province of Ontario to assume a key role in developing a chemical fuel, hydrogen, which could cost less than oil, coal or gas, perform more efficiently and leave no trace but clean water.

With a grant of \$360,000 and a commitment of \$10 million over five years from the Ontario Ministry of Energy the University will set up an Institute for Hydrogen & Electrochemical Systems. Heading the planning group of senior personnel from industry, government and the University is Professor David Scott, former chairman of the Department of Mechanical Engineering.

Creation of the institute enters Canada in the worldwide race to develop and export hydrogen technology. Scott says we won't get to the 21st century without it. If we continue using fossil fuels at our present rate the environment is in serious danger, and if we cut back on energy, the economy will be stunted.

He calls hydrogen a currency. It can be released from water by hydraulic or nuclear power and stored and transmitted in pipes until it's needed. Since Ontario has both in abundance it's a natural location for hydrogen production. And since Canada is rich in fossil hydrocarbon, which can be supplemented and enhanced by non-fossil-derived hydrogen, the industrial potential of the entire country would be significantly increased were production of the chemical fuel to get underway.

Non-fossil-derived hydrogen is made by means of a decomposition process called electrolysis. By a stroke of luck, the Electrolyzer Corporation of Toronto

is one of the world's largest manufacturers of the equipment needed for the process, having constructed more than 400 plants in 85 countries, and is ready to build electrolysis units twinned with CANDU nuclear reactors.

The present experimental cost of producing hydrogen using Canadian power rates is about one and a half times the cost of oil, but it's a foregone conclusion that as oil prices rise and innovations in electrolysis reduce production costs of hydrogen the new fuel will be very competitive.

It is also very adaptable. One way to use it is to put it through a fuel cell something like a battery, and you get electrical power and warm, fresh water, which is not really a waste product, since it can be retained to recapture heat. Its most obvious application is in all manner of vehicles. The aircraft industry is particularly interested in converting to hydrogen. Awareness of hydrogen's potential value in transportation was heightened with the US space program, which used it to power rockets and space ships.

Already, Bell Canada and a number of other companies have expressed interest in joining projects of the institute. Eventually hydrogen could be used for residential heat, light and appliances. More important, it could fuel factories, lowering both the cost of production and pollution of the environment. By the time the institute's five-year contract with the U of T runs out the Ministry of Energy expects funding to be at an annual level of between \$4 million and \$10 million, with the provincial government, the federal government and the private sector heavily committed financially and philosophically. At that time it's possible the institute will choose to sever its ties with

the University and exist on its own, a sort of Canadian NASA.

In the meantime, all the University need contribute is its reputation, its access to experts all over the world on whom the institute hopes to draw, and the wide-ranging expertise of its faculty, who will be asked for advice on how to handle the impact of hydrogen on the environment, the business world and society. It's likely that the institute will provide contracts and research funds to various sectors of the University for the particular studies it requires.

"The University has no downside risk, only an upside gain," says Scott. Office and laboratory space will be rented, and salaries of U of T faculty borrowed for the project will be paid by the institute. By the same token, he says, the University won't be able to use the institute as a means of supporting programs that can't contribute to it. But he sees a wide range of programs that can contribute, including not only engineering and science but environmental studies, political economy and sociology.

Though professors and graduate students will be involved in the institute's projects, and though one of Scott's priorities is equipping engineering students with the technical expertise to work in the new industry, it is not going to be an academic division of the University. "We will not be in the education business in the formal sense but only in the sense that people will work in the institute from time to time and they will learn things from that," he says. It's possible that the institute will hold some joint programs with the School of Continuing Studies but it will not give credits or grant degrees. Says Scott: "We're very mission-oriented."

Engineering students will vote next month on \$100 incidental fee

to help pay for supplies, equipment and TAs

Undergraduate engineering students appear to be on the verge of voting themselves a \$100 fee increase effective in 1982-83. The increase would take the form of an incidental fee and its introduction will be decided by referendum in January.

The proposal came from Dean Gordon Slemon, who says the additional revenue would go towards supplies, equipment and teaching assistants that would otherwise be unaffordable because the faculty's operating budget falls \$1.3 million short of what is needed.

Slemon's proposal was approved in principle by a vote of 60 to 3 when the Engineering Society Council met Dec. 1. If approved by referendum, the incidental fee would then require approval by the Academic Affairs Committee and Governing Council before it could be introduced.

Why would students be willing to take on an additional financial burden? In a guest editorial in *the newspaper* (Dec. 2), Dean Slemon says that "engineering students, while often ebullient in their leisure time, are very serious about their education" and "value quality sufficiently to make this contribution from their admittedly limited financial resources."

"Taking a career perspective, the total incidental fee would be equal to approximately one week's income after graduation. It could have a major impact

on future professional effectiveness."

Students aren't the only ones concerned with the quality of their education. The Canadian Accreditation Board, which accredits all professional engineering programs in Canada, has "detected deficiencies" at U of T as a result of budget cuts made over the past five years and has demanded a report by next September on improvements made. Failure to restore equipment and supplies to acceptable levels could result in the faculty's losing its accreditation. Slemon says that although suspension of its credentials as a nationally approved school of engineering is "unthinkable", the board would be within its rights to drop his faculty from its list.

The first year graphics (drafting) course, for example, could benefit from computer-aided-design terminals because "that's the way it's now done out there," says Slemon, but the faculty hasn't been able to afford them.

One of the dean's foremost concerns, however, is the need for more teaching assistants. On average, the current ratio is one TA per 24 students in tutorials and one per 12 in laboratories. Slemon would like to lower those student numbers to 16 and eight respectively but says such a move would require the entire quarter of a million that could be raised through the \$100 incidental fee.

In advocating the incidental fee, Slemon says he's proceeding on the

assumption that the University's central administration will only be able to allot the engineering faculty 85 percent of what is actually needed. He hopes the faculty will be able to generate the remaining 15 percent through new continuing education programs, contract research, services to industry, revenue from inventions, alumni giving and, of course, incidental fees.

Couldn't the central administration use engineering's modified self-sufficiency as justification for future budget cuts? That might be a temptation, says Slemon, but it would also be shortsighted.

When the public and the federal government are calling for increased attention to programs in engineering, computer science and management studies, he says, the University would be risking the loss of federal funding if it failed to provide appropriate support for those programs deemed vital to the economy of the nation.

Though a \$100 incidental fee would only provide a fifth of the amount needed to cover the faculty's projected shortfall, Slemon maintains that the students' willingness to make that sacrifice should help in making "a compelling appeal" to the administration and the alumni.

"It's not just the money (the students are prepared to sacrifice) but the conviction that goes with it."

New Books for Your Christmas List

FROM

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The Young Vincent Massey

Claude Bissell

Written with vigour and elegance, a complex and absorbing portrait of one of Canada's best known and least understood figures — statesman, cultural advocate, family man, and first native governor-general — from childhood to 1935. \$22.50



Encyclopedia of Music in Canada

Edited by Helmut Kallmann, Gilles Potvin, Kenneth Winters

'A milestone in Canadian cultural scholarship. EMC's scope is colossal... from Glenn Gould to Stompin' Tom Connors, from harpsichords to player pianos, from the Bach-Elgar Choir to the rock groups Rush and BTO.' *Clyde Gilmour, Toronto Star*. \$65.00

But This Is Our War

Grace Morris Craig

In revealing letters from the Western Front interwoven with personal memories, Grace Craig vividly recounts the impact of the Great War on her family and friends. \$14.95

The Craftsman's Way

John Flanders

'A handsome tribute to craftsmen and women featuring the work and stories of fifty Canadians told in intimate interviews and more than 250 photographs, two-thirds in full colour. \$37.50



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The bestselling biography of Canada's first truly non-colonial writer. 'Excellent... the details are as unexpected as they are illuminating... full of sympathy and evocations.' *Toronto Star* \$24.95

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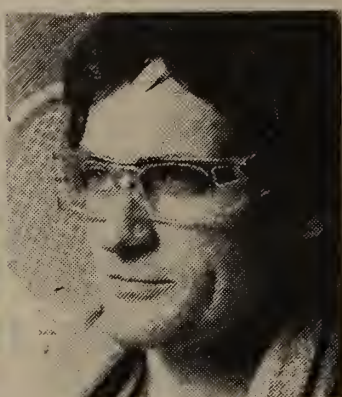
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PhD Orals

Since it is sometimes necessary to change the date or time of an oral examination, please confirm the information given in these listings with the PhD oral office, telephone 978-5258.

Wednesday, December 9

Ronald James Heslegrave, Department of Psychology, "A Psychophysiological Analysis of the Detection of Deception: The Role of Information, Retrieval, Novelty and Conflict Mechanisms." Prof. J.J. Furedy. Room 309, 63 St. George St., 10 a.m.

Thursday, December 10

Marion Sheila Pennington, Department of Education, "Living or Dying: An Investigation of the Balance Point." Prof. J. Weiser. Room 111, 63 St. George St., 10 a.m.

Mark Dodds Byrd, Department of Psychology, "Age Differences in Memory for Prose Passages." Prof. F.I.M. Craik. Room 309, 63 St. George St., 2 p.m.

Friday, December 11

Eloise Angela Brière, Department of French, "Discours et narration dans le roman camerounais." Prof. F.I. Case. Room 309, 63 St. George St., 10 a.m.

John Jakob Benjamin Forster, Department of History, "Tariffs and Politics: The Genesis of the National Policy, 1842-1879." Prof. J.M. Bliss. Room 111, 63 St. George St., 10 a.m.

Alvan Bregman, Department of English, "Renaissance 'Divisions of Love' and the Structure of Shakespeare's *Sonnets*." Prof. P.V. Marinelli. Room 111, 63 St. George St., 2 p.m.

Christopher Paul Rogers, Department of Astronomy, "Radiative Transfer in Spherical Geometry with an Anisotropic Phase Function." Prof. P.G. Martin. Room 309, 63 St. George St., 2 p.m.

Linda Kealey, Department of History, "Crime and Society in Massachusetts in the Second Half of the 18th Century." Prof. W.H. Nelson. Round Room, Massey College, 3.15 p.m.

Monday, December 14

Helen J. Polatajko, Department of Education, "Vestibular Function and Academic Learning: A Study of Normal Children and Children Identified as Learning Disabled." Prof. R. McIntyre. Room 111, 63 St. George St., 10 a.m.

Giulio Silano, Centre for Medieval Studies, "The 'Distinctiones Decretorum' of Ricardus Anglicus: An Edition." Prof. L.E. Boyle. Room 111, 63 St. George St., 2 p.m.

Tuesday, December 15

Christopher W. McAlary, Department of Astronomy, "A Near-Infrared and Optical Study of X-Ray Selected Seyfert Galaxies." Prof. R.A. McLaren. Room 301, 65 St. George St., 10 a.m.

Helga Ingeborg Doris Vierich, Department of Anthropology, "The Kua of the Southeastern Kalahari: A Study of the Socio-Ecology of Dependency." Profs. R.B. Lee and H.B. Schroeder. Room 309, 63 St. George St., 10 a.m.

Thursday, December 17

Bernd Peter Ottokar Frohmann, Department of Philosophy, "Wittgenstein on Proper Names." Prof. J.V. Canfield. Room 111, 63 St. George St., 10 a.m.

Martin Sumner-Smith, Department of Medical Biophysics, "The *Nul* and *Ben* Genes of Bacteriophage Lambda." Prof. A. Becker. Room 309, 63 St. George St., 10 a.m.

Peter Tikuisis, Department of Mechanical Engineering, "The Stability and Evolution of a Gas Bubble in a Finite Volume of Stirred Liquid." Prof. C.A. Ward. Room 301, 65 St. George St., 10 a.m.

Frank J. Vecchio, Department of Civil Engineering, "Stress-Strain Characteristics of Reinforced Concrete Panels." Prof. M.P. Collins. Room 309, 63 St. George St., 1.30 p.m.

Friday, December 18

David Aaron Schwartz, Department of Chemistry, "Model Studies Related to Haplophytine." Prof. P. Yates. Room 301, 65 St. George St., 10 a.m.

Monday, December 21

Magdy Labib Kaldas, Department of Chemistry, "The Synthesis and Chemistry of Bridgeheaded-Substituted Norbornanes." Prof. P. Yates. Room 309, 63 St. George St., 10 a.m.

SAC Adopt-a-Book campaign raises funds for library

The Students' Administrative Council (SAC) is asking everyone in the University community to "adopt-a-book". The Adopt-a-Book campaign is a fund-raising endeavour to aid U of T libraries, beleaguered by government cutbacks and the soaring inflation rate in publishing.

During the week of Nov. 9, SAC setup a promotional campaign in the Sigmund Samuel Library for the dual purpose of raising funds and heightening campus awareness of the financial needs of the library system.

While the response so far has been "modest", SAC organizers are determined to assist the libraries in maintaining a reasonable quantity of purchases.

In their campaign, a donation of \$10 from any member of the University community — faculty, student, staff, alumni or administration — will be applied to the purchase of new books for the libraries. Donors, individually, in

groups, or on behalf of another person, are then entitled to a name-plate which will be placed inside a book in the library. The name-plate, printed with the wording of the donor's choice, acknowledges the donor's contribution to the Adopt-a-Book program. Donors may also specify a particular area to which they would prefer their donation to be applied. Otherwise, purchasing decisions are left to the library's acquisition department.

With a goal of \$20,000 in mind, SAC executives are scheduling a second promotion of the campaign in February 1982. By that time, SAC planners hope that the entire University community will be aware of the program and will be ready to adopt-a-book.

Adopt-a-Book donations may be made at any time at the SAC office, 12 Hart House Circle, or by mail.

Report of the Advisory Committee on the Memorandum of Agreement with the University of Toronto Faculty Association

November 27th, 1981

To: Members of Governing Council

At a special meeting held on November 26th, the Executive Committee endorsed the attached Report of the Advisory Committee on the Memorandum of Agreement and forwarded it to Governing Council for consideration at its next meeting on December 17th, 1981.

I am sending the Report to each member of Governing Council at this time due to the special importance of the matter under consideration. It merits thoughtful attention by each member of Council prior to our December meeting. At that meeting it is Governing Council's responsibility to deliberate on the Report and decide upon the proper course of action.

The Executive Committee has also approved the distribution of the Report to faculty and librarians and its circulation to the University community as a whole in order that it might be widely discussed prior to the December meeting of Governing Council.

Terence A. Wardrop,
Chairman

Mr. Terence A. Wardrop,
Chairman,
Governing Council,
University of Toronto.

November 26th, 1981

Dear Mr. Wardrop:

The Advisory Committee on the Memorandum of Agreement was established by the Governing Council at its meeting on September 17th, 1981. The Committee was asked to advise Governing Council on the appropriate response to a letter dated July 31st, 1981 to the Chairman of Governing Council from the President of the University of Toronto Faculty Association, which requested negotiations to substitute a process of binding arbitration for the present process outlined in Article 6 of the Memorandum of Agreement with respect to the determination of faculty compensation.

The designated representatives have met with UTFA four times. The Advisory Committee has now met eight times and submits the following report with the recommendation that it be adopted by Governing Council as the basis on which negotiations with the Faculty Association can take place. The Committee is agreed on all of the attached report, with the exception of the reservations expressed by Professor Shepherd in his letter attached at the end of the report.

Some may feel that the Advisory Committee has been slow in formulating its views and that it should have entered into public discussion sooner. In response the Committee can only record that it has tried to think broadly and deeply about the difficulties experienced by faculty, and that having decided against binding outside arbitration as being constitutionally wrong and practically ineffective or counterproductive in attacking the real problems of continued underfunding, the Committee then sought out solutions to improve the resources available for salaries and the working environment and to make more fair the process for determining salaries in the annual negotiations with UTFA. The Committee felt that particularly in an academic community it should think before speaking.

On behalf of the Advisory Committee,

E. Kendall Cork,
Chairman.

Introduction

The Advisory Committee on the Memorandum of Agreement believes that negotiations with UTFA should be pursued with respect to changes in the process for determining individual compensation, but that Governing Council must consider at this time its position on a number of central issues. The request for binding arbitration raises concerns which are distressingly familiar to all of us. Clearly the economic position of members of the University community has eroded in recent years. Clearly the University is accumulating a "hidden" deficit with respect to our resources which support teaching and research, in that the cost of maintenance deferred, books not bought, or obsolete equipment not replaced today will grow over time and have to be paid eventually. The Committee believes that both of these fundamental problems must be solved together or the University and its members will continue to suffer grievous harm. The well-being of our institution depends on the well-being of its individual members; but the well-being of each member depends in turn on the availability of institutional resources adequate to support teaching and research. To put it bluntly, we are of the opinion that professors and librarians are at present as likely to leave our community because of poor laboratory facilities, retrenchment in library services or a deterioration in the general quality and direction of academic life as for erosion of personal compensation. Individual compensation and institutional services are two sides of the same coin. Unless tarnish is removed from both sides, the University of Toronto coin has less worth in the academic realm. What is needed is a strategy for removing that tarnish.

Memorandum of Agreement with UTFA

In 1977 the Governing Council of the University of Toronto and the University of Toronto Faculty Association entered into an Agreement one purpose of which is "to maintain formally an effective and orderly procedure for the discussion and determination of salaries and benefits of librarians and faculty members." The agreement states that both parties "wish to promote and maintain harmonious collegial relationships within the University of Toronto, and to provide a mutually acceptable means of settling differences which may arise from time to time without resort to strikes and lockouts and other procedures provided by The Labour Relations Act of the Province of Ontario."

Article 6 of the Agreement sets out an annual salary-and-benefits negotiating procedure under which the two parties are expected to meet in good faith and bargain with a determination to expend every reasonable effort to settle differences without outside help. If agreement is not reached, a mediator is to be called in. Article 6 specifies that, "if agreement has not been reached within three weeks after the appointment of the mediator, the mediator shall inform the President of the University and the President of the Association of the failure to reach an agreement, the final position of the parties in mediation, and the mediator's recommended terms of settlement." The President, under Article 6, is required to "inform the Governing Council whether an agreement on salaries and benefits has been reached and shall table the mediator's final report, if any, including any recommended terms of settlement. The Governing Council agrees to accept the terms of settlement recommended by the mediator unless Council by a majority vote determines otherwise." In the words of a former President of UTFA, "this formula was designed to approximate a system of *de facto* arbitration — with the saving proviso that Governing Council could reject the mediator's proposal if it so desired."

The 1977 Memorandum of Agreement, in which this procedure was first expressed, remained in effect for three years, until June 19, 1980, when it was continued by mutual consent in an amended form for a further period of three years, until June 30, 1983.

Four salary and benefits negotiations have taken place under Article 6 of the Memorandum of Agreement: three were settled by a mediator's report and one as a result of direct negotiations. The Governing Council has never exercised its right to reject a mediator's report. During the discussions in 1980 that led to the renewed commitment to the Agreement, the process of annual negotiations defined by Article 6 was not an issue and the adequacy of that process, after the first two mediator's reports, was not formally questioned.

UTFA's Proposal

Early in August, 1981, the Chairman of the Governing Council received a letter from the President of the Faculty Association stating that the Association Council had instructed its President to "initiate negotiations with Governing Council on the attached proposals for amendments to Article 6 of the Memorandum of Agreement." It was envisaged that the negotiations might lead to a change in the Agreement, which Article 17 says may occur "by mutual consent of the parties at any time."

In a separate letter to President Ham, the Association president summarized the specific UTFA proposals in the following terms:

1. Establishing a system of conciliation and binding arbitration;
2. Separate the functions of conciliation and arbitration and entrust them to different parties;
3. Provide that in the event that the two sides fail to reach agreement at the mediation stage, the mediator may write a fact-finder's report;
4. Introduce the variant of binding arbitration known as 'final offer selection', with the arbitrator free to choose items from the final offers of the two parties;
5. Spell out a range of criteria for the arbitrator;
6. Extend the period for negotiations in order to accommodate the above innovations."

At its September meeting, the first meeting following the receipt of UTFA's request, Governing Council appointed our Advisory Committee, composed of nine Council members. In addition a group of four officials was appointed "to conduct any discussions requested by the Advisory Committee with the University of Toronto Faculty Association." At the request of the Advisory Committee, these officials have met on four occasions with a designated UTFA team to exchange views and to attempt to find areas for possible agreement.

UTFA's Position

The UTFA proposal to amend Article 6 springs directly from its perception that the process specified there has not produced results in recent years that in the Association's opinion adequately balance the interests of UTFA against the wider interests of the University as expressed by the administration. Although the Governing Council has not rejected a mediator's report on any of the three occasions when it might have, UTFA has argued that the possibility of such a veto clearly influenced the latest mediator and – in retrospect – the one before, and that this influence has unduly biased their reports. A motion of "outrage" was passed by UTFA against the report of the most recent mediator which determined the salary and benefits increases for the year 1981/82. An UTFA committee was struck to investigate alternatives to Article 6. It reported in June 1981 on four possible alternatives, each of which "would go some distance to resolving the Association's deep sense of frustration with the negotiating process." These four alternatives are:

1. Modification of the existing system, including separation of the mediation and quasi-arbitrator functions, the spelling-out of criteria for the quasi-arbitrator to consider, and changes in timing.
2. Replacement of the mediator/quasi-arbitrator with a fact-finder, whose report would bind neither party.
3. Arbitration within a voluntary agreement.
4. Collective bargaining under the Ontario Labour Relations Act.

In response to this report, UTFA Council selected the third alternative and suggested third-party binding arbitration. Unfortunately, this proposal, although presented in August as a position for negotiation, has become in the hands of the UTFA negotiating team a "minimum proposal." For discussions between the two parties, and in publicity releases by the Association, the Advisory Committee has been faced with the unyielding attitude that the Association "will settle for nothing less than genuine, unalloyed third party, final and binding arbitration." The Committee has further been presented with the "hard truth that a certification drive would inevitably follow the rejection of the proposed system of arbitration."

Attempts by the Advisory Committee, through its officials, to explore other changes to Article 6, short of binding third-party arbitration, have been rejected.

Consideration of UTFA's Position

The Committee received advice from the administration on the situation at the eleven Canadian universities which have agreed on binding arbitration of salaries and benefits. In six cases, all in Alberta and British Columbia, this method of impasse resolution seemed to have been adopted because the more frequently used method of strike/lockout was denied by law to the faculty. In five cases it appears that universities have chosen to adopt binding arbitration because the strike/lockout method of resolving disagreement was felt to be inappropriate for the institution and its employees. The institutions which have chosen binding arbitration for this latter reason are, with one exception, all dealing with bargaining agents certified under the relevant labour relations statutes. The one exception has a voluntary agreement similar to Toronto's, but chose binding arbitration with the proviso that no arbitral award can result in more than 80% of the university's operating budget being allocated to salaries. In addition there are over forty universities in Canada, including thirteen in Ontario, that do not have binding arbitration.

The report from the administration was that there are some examples of arbitration awards which caused severe financial strain on the institution, notably at Manitoba in 1979 and UBC in 1981. Aside from these glaring instances the experience is that awards from binding arbitration have been sometimes in favour of a faculty association's position, but sometimes in favour of a university's position. Disappointment can follow upon an arbitrator's rejection of a party's position which we suggest is an inherent result of any settlement which is not the fruit of negotiated agreement. In the words of the June 1981 Report of the UTFA Committee mentioned above "a process that facilitates *agreement* is preferable to one that results in an imposed settlement. Whatever changes are proposed ought to be designed to this end".

One of the painful truths with which we must contend in reviewing any system of negotiation, mediation or arbitration, is that the ability of the University to pay adequate salaries and benefits has been eroded by a long period of inadequate university financing. No amount of concentration on the process alone can redress this fact. Again we note common ground with the UTFA Committee which outlined possible alternatives. Its June 1981 Report states that

"... it is difficult to assess the importance of the process [of salary determination] in contributing to this decline [of real income]. Elsewhere in the Province of Ontario, faculty salary experience has not been markedly different, notwithstanding widely differing processes by which salary negotiations between faculty associations and administrations occur. More important than the process, it would seem, are the funding policy of the Ontario Government on the one hand and the influence of the market on the other."

The opinion of the Advisory Committee is that binding arbitration will not relieve the sense of frustration shared by all members of the University at the inability to maintain adequate salaries and benefits and the level of excellence to which the University is dedicated, and which the public expects, in the face of continuing underfunding by the provincial government. It would be unwise for the University to enter into a process for the sake of the appearance of fairness without some assurance that it would lead to an increase in our resources for both the individual and collective well-being. Any short-term improvement in individual feelings would soon be overshadowed by disappointment with the stark realities of a further weakening in institutional resources and services. Frustration would be greater than before.

All the operating funds available to the University are spent for the purposes of the University, either in salaries and benefits (totalling over 75%, including about 45% for faculty and librarians) or in books, maintenance, equipment, etc., for making the University habitable and productive. Why ask an outside arbitrator to make that division? Even minor upward shifts of a few percent in salaries over several years could force large percentage reductions in non-salary expenditures. In the absence of a shrinkage of complement or of increased external resources this would be to the detriment of us all. Even one "oddball" award could rip the fabric of the University community.

The recognition that "the times are tough" applies in the University community as well as elsewhere. All Government funding to educational and social services is under great pressure. The only way to move towards establishing faculty and staff salaries and benefits at an adequate level is to make some hard and hurtful institutional changes. Representatives of UTFA have accepted that, while many arbitrator's awards are reasonable, an occasional large award could force the University into a serious deficit, and they argue strenuously that such a deficit would increase the total resources available to the University by pressing the government to increase its funding. They believe that continuing and expanding budget deficits, which would be a necessary consequence of higher-than-otherwise salary settlements without some restructuring of the University, would make a political point to the province and ultimately bring it rushing to our financial rescue. We reject this argument.

There may be a place for a temporary deficit when future net revenues can be foreseen to repay it. However, continuing deficits will grow with compounding interest and will make us weaker and less independent, not stronger or politically more powerful. The message sent to Queen's Park by large deficits is likely to be that the University of Toronto cannot manage its own affairs, with the implication that more government intervention is necessary. The government's first response could well be to order the University to pay off such a deficit at whatever cost to the well-being of the institution, as seems to be happening in Quebec. If this order is not obeyed the government could take steps to force the University to do so. The recent Report of the Committee on the Future Role of Universities in Ontario has anticipated the argument that deficits can be incurred with impunity. The Report states that governing bodies

"... must not allow unmanageable deficits to accumulate in the hope that somehow 'things will get better'. For its part government must not 'bail out' universities which run up such deficits. Institutions must be encouraged to live within their means."

There is no evidence that the adoption of binding arbitration at a number of other Canadian universities has produced sufficient increased resources to end the erosion of personal compensation and institutional services. As an example of government's attitude to deficits, the Province of British Columbia forbids its universities, two of whom have binding arbitration, to carry deficits.

The Committee considered the argument that should an intolerable arbitration award ever be given either party would have the option of terminating arbitration when the term of the Memorandum of Agreement expires. Technically speaking this is correct, but the Committee believes that in practice binding arbitration, once agreed to, would be extremely difficult to terminate.

The Committee considered whether its concerns about the inappropriateness of binding arbitration could be changed by the adoption of the specific form of arbitration suggested by UTFA. UTFA representatives have claimed that their proposal for binding arbitration is reasonable because it includes "final offer selection" to be carried out by an arbitration board of three members instead of a single arbitrator. "Final offer selection" can help to narrow the range between what is offered and what is asked but there is no assurance that the parties will not remain far apart. The three member board obscures the fact that in practice one member is nominated by one side and another by the other side. They both act as advocates trying to influence the third for the benefit of their clients. Only the third member, who acts as chairman, is impartial. We concluded that these specific proposals do not alter our basic concerns about binding arbitration.

Our consideration of binding arbitration with respect to the perception of fairness, the risks involved and the likelihood of using it to accumulate deficits and thereby engender additional provincial assistance, led the Advisory Committee to conclude that binding arbitration is, in itself, a blind alley. Since it will not increase the funding of the University, it can only further the frustration of faculty with their salaries or with their working conditions. This in turn led the Committee to conclude that binding arbitration would eventually affect the University's ability to manage its own affairs – to decide ultimately what should be studied and how teaching and research take place.

The Nature of this University

The University of Toronto occupies a singular position in the provincial and national university systems. By an act of the legislature, it is the provincial university of Ontario. Through its academic diversity and strength, it has distinctive national significance. Indeed the University of Toronto is the largest research-based institution – educational or otherwise – in Canada. It is governed by a Council, unique in its composition, under the trusteeship of which it enjoys a remarkable degree of autonomy. The public's acceptance of our large measure of autonomy is based on the trust engendered by this responsible governing structure. With the responsibility must necessarily go the ability, the authority, ultimately to shape the destiny of the institution.

In the end, all forms of binding arbitration give essential, discretionary power to a third party; not only would the ultimate authority of Governing Council be undermined, but so too would the whole sense of purpose embodied in the present Memorandum of Agreement which specifically seeks to "promote and maintain harmonious, collegial relationships within the University of Toronto" and to recognize "the roles of the duly established bodies and groups within the University." These duly established bodies themselves represent the principle of collegiality in action. We think that the principle of collegial determination of our own fate must be reaffirmed and we are proposing specific Governing Council actions to demonstrate its faith in such a system.

While we understand and are suggesting a response to the difficulties that have surrounded recent interpretations of the mediation process described in Article 6 of the Memorandum of Agreement, the Advisory Committee believes the University through its Governing Council should not, and cannot, accede to third-party binding arbitration as a way of determining the University's single most important budgetary decision.

However, the Advisory Committee notes that of the four alternatives considered by the UTFA Council for changing the process outlined in Article 6 one involved specific improvements to the present system of mediation and a second, involving a "fact-finder," is not incompatible with the present system. We believe that an opportunity to work with UTFA in defining a better mediation process, could result in agreement on a style of negotiation and, when necessary, mediation that both parties would recognize as fair and unbiased. We urge members of UTFA to consider seriously these options as still viable. We recommend that Governing Council affirm the principles outlined below and, on that basis, call upon UTFA for negotiations over mutually agreeable changes in Article 6.

Conclusions

The University must always remain open to the possibility of change in the present process of salary settlement so as to ensure adequate attention has been paid to the financial position of faculty and other staff. Indeed, the Advisory Committee would go further and state that the University should not tolerate the further erosion of faculty salaries.

(Conclusion 1) THE COMMITTEE WISHES TO DRAW TO THE ATTENTION OF GOVERNING COUNCIL THAT ITS POLICIES SHOULD BE AIMED AT ENDING FURTHER EROSION OF SALARIES AND DETERIORATION OF WORKING ENVIRONMENTS. Those who depart because of worsened conditions leave the University less able to meet its obligations, and those who remain must not be asked to subsidize activities through which all of society benefits.

There are several policy areas in which Governing Council should act in order to demonstrate its concern for erosion of salaries and of working conditions. The first is that in order to provide for fair and reasonable salary-and-benefit settlements, the University must cut and trim its activities. The University must commit itself to hard decisions in order to provide the level of remuneration and services that will keep the core of the University dynamic and vital. This is a commitment not only to the faculty but to the Ontario and Canadian public, who will be losers if the University of Toronto sinks into mediocrity through continual compression of salaries, services and intellectual activities across the whole of the institution.

Higher education clearly no longer ranks at the top of public priorities as expressed by governments. However, public support can be won. In order to do this, we must maintain the integrity of our identity and the quality of our endeavours.

The proposed 1982/83 budget guidelines have put our current position very clearly: "The alternative to compression is deliberate restructuring in which programs and services are discontinued totally or compressed so extremely that they are fundamentally transformed. The University must consider this alternative seriously and must begin to consider it soon." We would emphasize our view that while the salary settlements achieved under binding arbitration might force this restructuring upon us, we must quite independently of binding arbitration take responsibility upon ourselves for this change and for arriving, through discussion and negotiation, at settlements that are generally more satisfactory. The language of the budget guidelines, within which the annual flow of resources will be structured, signals that this is not pious rhetoric; the commitment of all constituencies within the University will ensure that it is not.

In order to begin to repair the damage that has already been done, the University must embark upon a carefully planned program of restructuring, with the aim of conserving scarce resources and of using more efficiently what assets it has. This should be done within a framework of consultation, collegiality and openness.

(Conclusion 2) THE COMMITTEE WISHES TO DRAW TO THE ATTENTION OF GOVERNING COUNCIL THAT ACTION TO ELIMINATE FURTHER EROSION OF SALARIES AND DETERIORATION OF WORKING ENVIRONMENT DEPENDS ON THE DEVELOPMENT, THROUGH THE APPROPRIATE COMMITTEES OF COUNCIL, OF A PROGRAM OF RESTRUCTURING WHICH WOULD ALLOW FOR THE BEST ACHIEVABLE USE OF OUR ASSETS AND SHARING OF THE UNIVERSITY'S RESOURCES. We note that consideration of a program of restructuring should include more than planning for "excisions" or extreme compression of functions. Such options as institutional support for voluntary career changes should be studied.

(Conclusion 3) WE FURTHER WISH TO DRAW TO THE ATTENTION OF GOVERNING COUNCIL THAT THE UNIVERSITY COMMUNITY, AND THE GOVERNING COUNCIL, MUST CONTINUE TO PRESS THE PROVINCIAL GOVERNMENT FOR REDRESS OF THE UNIVERSITY'S BASIC UNDERFUNDING.

The Advisory Committee believes that the University must not accept third-party binding arbitration under either the present voluntary agreement or in collective bargaining if the faculty unionizes under the Labour Relations Act. However, the Committee believes very strongly that the present process should be changed. It should be recognized by the Governing Council that the interpretation by at least two recent mediators of the Article 6 annual mediation process has been quite different from the interpretation of that process intended by the framers of that Article, and Governing Council should therefore offer to seek some agreed-upon change in the process so that the outcome of mediation will be seen and believed by both parties to be fair. One prerequisite for this is an acceptance by both the administration and UTFA that the financial data under review in negotiations is fully adequate, as we believe is the intent of the Information Article in the Memorandum of Agreement. The Committee is aware that discussions have been underway for some time between the administration and UTFA concerning an information package which would form the basis of negotiations each year. Any further disputes over the nature of this package must be resolved. Governing Council should make clear its position on this matter.

(Conclusion 4) THE COMMITTEE RECOMMENDS THAT GOVERNING COUNCIL REAFFIRM A PHILOSOPHY OF OPENNESS IN THE PROVISION OF FINANCIAL INFORMATION NECESSARY FOR THE CONDUCT OF NEGOTIATIONS AND MEDIATION.

The Advisory Committee has two further recommendations whose intent is to focus discussion on the first and second alternatives outlined in the June 1981 UTFA Report (concerning revisions to mediation process and fact-finding). The first recommendation deals with what we understand to be the central revision suggested by UTFA in the process.

(Conclusion 5) WE RECOMMEND THAT GOVERNING COUNCIL ACCEPT IN PRINCIPLE THAT ARTICLE 6 OF THE MEMORANDUM OF AGREEMENT BE REVISED TO INCLUDE SPECIFIC CRITERIA WITH REFERENCE TO WHICH A MEDIATOR COULD DETERMINE EQUITABLE SALARY RECOMMENDATIONS. The precise wording of such criteria would have to be the subject of further discussions with UTFA. However, the Committee envisages the discussions proceeding along lines already sketched out in the section of the June 1981 UTFA Report which outlined possible modifications to the existing system. The Report stated that criteria might include "comparability, cost of living, and the ability of the University to attract and retain some of the best scholars in the world, in addition to 'ability-to-pay'."

The Committee's next recommendation with respect to the determination of compensation deals not with the process of mediation, but with the subsequent consideration of a mediator's report. We believe that this recommendation should resolve a defect which the June 1981 UTFA Report saw remaining even with respect to the report of a mediator who works with agreed-upon criteria. The UTFA Report noted:

"Modifying the existing process in the ways outlined above would strengthen the process, but it does not solve what some of us perceive to be a fundamental problem. For as long as the Report of the mediator is binding upon the Association, but optional for the Governing Council, mediators are likely to feel constrained to recommend what they think will be acceptable, lest their recommendations be rejected and the process destroyed."

The Committee thinks that any modification to the existing system of mediation must address this concern raised by UTFA. In considering the outlines of a proper response the Committee was struck by the fact that no matter whether we continue with the present system of a voluntary agreement or proceed to collective bargaining under the Labour Relations Act, Governing Council will always have an "option" in the final determination of salaries and benefits. This is a responsibility that is impossible to avoid given that there is a specific provincial statute which assigns responsibility for the governance of the University to the Governing Council and which according to legal advice cannot be delegated to a third party. However, the Committee thinks that notwithstanding this fact, there is a way to remove from the mediator's consciousness undue concern about the acceptability of his recommendations to Council. The mediator must be made to realize that the success of his recommendations and therefore of the whole process depends on their acceptability to the two *de facto* parties to the negotiations. These parties, the Committee suggests, should be viewed as being the administration and UTFA, not the Governing Council and UTFA. Although Governing Council cannot escape its ultimate role as the employer, it should take more care than it perhaps has in the past to distance itself from the positions of both the administration and UTFA in the situation where there is a final inability of the administration and UTFA to agree on salaries and benefits. The Committee suggests that negotiations take place with UTFA to revise the present system of mediation to emphasize to the mediator that he has failed if his recommendations are rejected either by UTFA or by the administration.

Under the system which the Committee is putting forward for further exploration, either UTFA or the administration, or both, could reject a mediator's report. If either party does reject it, then both parties would be required to address Governing Council on their assessment of the mediator's recommendations and/or on their reasons for being unwilling to live with them. Governing Council would then have to exercise its statutory responsibilities by determining a salary and benefit settlement for the forthcoming year. This determination could be the same as the mediator's or it could range on either side of the package recommended by the mediator. Although the positions of UTFA and the administration would be heard by the Council in full and open session a smaller group would then have to develop a recommendation to Council on the determination of salaries and benefits, in the absence of agreement between the UTFA and the administration. We suggest that this role be fulfilled by the Executive Committee, because it reflects the constituencies on Governing Council and generally includes individuals with some seniority of service on Council.

We would emphasize that the administration, *ab initio*, would have to be prepared to accept, live with and implement in good faith any decision which Governing Council made, including a possible amendment of the University budget. There could be no question of the amendment of the budget recommendation of the administration being construed as a vote of non-confidence in the President; but rather as a vote of confidence that the administration would carry forward policies which Governing Council considered, in the circumstances, to be "in the best interest of the University and University College," as the University of Toronto Act stipulates.

The preparation of the budget is the President's responsibility; its acceptance or rejection, or, in the case we are considering, its amendment is that of Governing Council, with its implementation the President's responsibility. In the final analysis the ultimate responsibility rests on Governing Council.

The Committee thinks that the system for resolution of a final impasse, outlined above, could be a significant improvement in fairness over the present process. In the first place, it would encourage the mediator to focus on producing recommendations that might be acceptable both to UTFA and the administration. Secondly, in the event that agreement between UTFA and the administration cannot be reached even after a mediator reports, the system would place a high premium on arguments to be advanced in public before the whole University community by those who think that they cannot accept recommendations arrived at by an outside mediator. Thirdly, it would more properly define the role of Governing Council as not one of the *de facto* parties to the negotiations but as the unique body comprising all constituencies of the University, which – if all else fails – must determine the specific allocation of resources to salary and non-salary items.

The Committee thinks that a serious and detailed exploration of this proposal will produce revisions to Article 6 which will free the mediator to consider possible recommendations solely on the basis of agreed-upon criteria. We also suggest that if this system is implemented in good faith the ultimate intervention by Governing Council should be exercised only infrequently.

(Conclusion 6) WE RECOMMEND THAT THE PROCESS OF IMPASSE RESOLUTION OUTLINED ABOVE, WHICH EMPHASIZES THE RESPONSIBILITY OF THE MEDIATOR TO MAKE RECOMMENDATIONS WHICH CAN BE ACCEPTED BY BOTH PARTIES, BE EXPLORED IN DETAIL WITH UTFA.

In view of the above, and the great desire that matters be resolved in a spirit of collegiality

(Conclusion 7) THE ADVISORY COMMITTEE RECOMMENDS THAT GOVERNING COUNCIL NOT ACCEDE TO UTFA'S CURRENT DEMAND FOR BINDING ARBITRATION.

Finally the Committee recommends

(Conclusion 8) THAT THIS REPORT, WHEN APPROVED BY GOVERNING COUNCIL, BECOME THE BASIS FOR NEGOTIATING CHANGES TO ARTICLE 6 OF THE MEMORANDUM OF AGREEMENT AND THAT THE ADVISORY COMMITTEE AND THE OFFICIALS APPOINTED TO MEET WITH UTFA BE CONFIRMED AS RESPONSIBLE FOR THE NEGOTIATIONS, SUBJECT TO THE NEED TO OBTAIN GOVERNING COUNCIL APPROVAL FOR THE WORDING OF ANY AMENDMENTS TO THE MEMORANDUM OF AGREEMENT.

These negotiations will focus on the immediate question of the process for determining compensation, but their implications go to the heart of the Memorandum of Agreement and its attempt "to promote and maintain harmonious, collegial relationships within the University of Toronto, and to provide mutually acceptable means of settling differences that may arise from time to time." We have compared individual and institutional well-being as two sides of the same coin. In our view to choose binding arbitration would be simply to flip the coin in the air, not knowing how it will land or even whether it will come down on the table. Our recommendations call for difficult decisions which we hope will result in the coin being invested for a better individual and collective return. We hope that faculty and librarians will support this investment.

Members of the Advisory Committee:

Mr. E. Kendall Cork, Chairman
Mr. George Altmeyer
Mr. William A. M. Birt
Mr. Michael J. Martin
Professor R. M. H. Shepherd (see attached letter)
Professor Peter Silcox
Mr. Burnett M. Thall
Mr. Terence A. Wardrop } ex-officio
Dr. James M. Ham }

Mr. Terence A. Wardrop
Chairman
Governing Council
University of Toronto

November 26, 1981

Dear Mr. Wardrop:

In general I support Conclusions 1–6 in the *Report of the Advisory Committee on the Memorandum of Agreement*, and in particular Conclusion 6, which calls on Governing Council itself to resolve any impasse in the process of mediation, acting on the advice of its Executive Committee. I hope that UTFA, even at this late date, will give this proposal most careful and serious consideration. In spite of its novelty, or perhaps because of it, it would be an interesting experiment in collegiality which might succeed if carried out in the proper spirit.

If, however, UTFA should decide to reject this proposal, then in my view the wisest course for Governing Council would be to accede to the request for binding arbitration, and together with the administration to do its utmost to ensure that acceptable settlements could be achieved without the last resort of arbitration.

I therefore cannot support Conclusion 7, as I am not convinced by the various arguments presented in the document against such a mode of determining salaries and benefits for teaching staff and librarians. I believe that if arbitration were to be adopted, it should come from agreement between the parties concerned and not as the probable end-result of unionization by UTFA, a step which could have grave consequences for the University.

Yours sincerely,

R. M. H. Shepherd
Chairman, Academic Affairs Committee
Member, Advisory Committee

Events

Lectures

Tuesday, December 8
Immunotoxicology.
 Dr. Jack Dean, National Institute of Environmental Health Sciences, North Carolina. 4279 Medical Sciences Building. 4 p.m.
 (Canadian Centre for Toxicology)

Wednesday, December 9
Julius Wagner von Jauregg (Nobel Prize 1927): The Fever Treatment of General Paresis.
 Prof. S.K. Littmann, Department of Psychiatry and Clarke Institute of Psychiatry. Auditorium, Clarke Institute of Psychiatry. 5.30 p.m.
 (Psychiatry)

Thursday, December 10
Tempo and Mode in Evolution: Punctuated Equilibria in the Modern Synthetic Theory.
 Prof. Paul Thompson, Division of Humanities (Philosophy), Scarborough

College. 152 University College. 4 p.m.
 (Philosophy)

Roots and Development of Built Work.
 Prof. Josep Lluís Sert, Harvard University. Auditorium, Medical Sciences Building. 8.15 p.m.
 (Architecture & Landscape Architecture, Toronto Masonry Promotion Fund and Ontario Association of Architects)

Wednesday, December 16
The Reliability of Psychiatric Diagnosis.
 Dr. Barry Martin, Department of Psychiatry and Clarke Institute of Psychiatry; third in series of 10, Probability and Prediction: Psychiatry and Public Policy. Auditorium, Clarke Institute of Psychiatry. 7 p.m.
 (Clarke and METFORS)

Seminars

Monday, December 7
Effects of Inert Gas Narcosis and Hypoxia on Skill Performance.
 Prof. B. Fowler, York University. 330 Benson Building. 4 to 6 p.m.
 (P&HE)

Tuesday, December 8
Perplexing Problems with Parasites in our Population.
 Dr. Jay Keystone, Toronto General Hospital. 235 FitzGerald Building. 4 p.m.
 (Microbiology & Parasitology)

Exterior Home Retrofit.
 Methods of application of insulation to the exterior walls of a house. Ecology



House, 12 Madison Ave. 7 p.m.
 Admission \$3.
 (Pollution Probe)

Wednesday, December 9
The Immunotoxic Effects of Chemicals of Environmental Concern: Possible Epigenetic Factors in Carcinogenesis.
 Dr. Jack Dean, National Institute of Environmental Health Sciences, North Carolina. 2173 Medical Sciences Building. 11 a.m.
 (Canadian Centre for Toxicology)

Thursday, December 10
Retail Point-of-Sale Systems.
 Bruce Burgetz, Gellman Hayward & Partners; computer management seminar. 134 McLennan Physical Laboratories. 4 p.m.
 (Computer Science)

Intraslope Basins on Active Diapiric Continental Slope: Key to Sand-Body Geometry in Ancient Submarine Canyons and Fans.
 Arnold H. Bouma, Gulf Research & Development Co., Pittsburgh; American Association of Petroleum Geologists distinguished lecturer. 202 Mining Building. 4 p.m.
 (Geology)
 Please note date.

The Composition of Joshua 3-4.
 Prof. Brian Peckham, Regis College; biblical seminar. 341 Larkin Building, Trinity College. 4.10 p.m.
 (TST)

Monday, December 14
Studies on the Mechanism of Desensitization of Adenylate Cyclase by Hormones.
 Prof. Yoram Salomon, Weizmann Institute of Science, Rehovot. 417 Best Institute. 4 p.m.
 (BDDMR)

Tuesday, December 15
An "Insight" into the Ultrastructure, Chemistry, and Function of Some Bacterial Walls.
 Prof. T.J. Beveridge, University of Guelph. 235 FitzGerald Building. 4 p.m.
 (Microbiology & Parasitology)



"Winter Sports: Coasting in the Country" by Granville Parkins. For music of the Christmas season, see Concerts.

Meetings & Conferences

Tuesday, December 8
Are there Problems Unique to Women in Science?
 Meeting, Canadian Association for Women in Science. 432 Ramsay Wright Zoological Laboratories. 6.30 p.m.

Saturday, December 12
The Explosion of the Field of Nonsense.
 Prof. Yasunari Takahashi, University of Tokyo; visiting Department of English. Talk to be preceded by annual general meeting and election of officers of Toronto Semiotic Circle. 205 New Academic Building, Victoria College. 10 a.m.

Colloquia

Wednesday, December 9
The Role of Process Destruction in Waterloo's Port System.
 Prof. Mike Malcolm, University of Waterloo. 203 McLennan Physical Laboratories. 4 p.m.
 (Computer Science)

Thursday, December 10
Creating the History of Contemporary Mathematics: Cohen's 'Forcing' as a Case Study.
 Prof. Gregory H. Moore, Department of Mathematics and Institute for the History & Philosophy of Science & Technology. Common Room, IHPST, 280 Huron St. 4 p.m.

State-of-the-Art Experiments at the Cornell X-Ray Synchrotron Radiation Facility, CHESS.
 Prof. B.W. Batterman, Cornell University. 102 McLennan Physical Labora-

tories. 4.10 p.m.
 (Physics)

Friday, December 11
In Defence of Reductionism in the Study of Religion.
 Prof. Donald Wiebe, Faculty of Divinity, Trinity College and Prof. R. Segal, Reed College, Portland, visiting Centre for Religious Studies. Centre for Religious Studies, 14-352 Robarts Library. 1 p.m.

Synthesis of Polyether Antibiotics.
 Prof. Y. Kishi, Harvard University. 158 Lash Miller Chemical Laboratories. 3.30 p.m.

Monday, December 21
Conformational Effects on Ring Closure.
 Prof. J.T. Edward, McGill University. 428 Lash Miller Chemical Laboratories. 3.30 p.m.



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Events

Concerts

Monday, December 7
Scarborough College Chorus.
 Annual Christmas carol concert. Meeting Place, Scarborough College. 12 noon. Information, 284-3243

Wednesday, December 9
U of T Concert Singers.
 Conductor William Wright; annual Christmas charity concert. Convocation Hall. 8 p.m.
 Donations at door.
 (Alumni Affairs and SAC)

Music and Words for Christmas.
 Knox College Choir, directed by John Derksen. Chapel, Knox College. 8 p.m.

Thursday, December 10
James Anagnoson, Piano.
 Program of works by Beethoven; fourth in Twilight series. Concert Hall, Royal Conservatory of Music. 5.15 p.m.

Saturday, December 12
Villancicos.
 Recital of Spanish carols by the choir of Alianza Cultural Hispano-Canadiense, directed by José Hernández. St. Thomas Church, 383 Huron St. 8 p.m.
 Admission \$3, members \$2, students no charge.

Friday, December 18
Orchestral Training Program.
 Conductor Judith Somogi; sixth of 15 concerts by students in OTP. Works by Mendelssohn, Berlioz and Beethoven. Concert Hall, Royal Conservatory of Music. 8.15 p.m.
 Tickets: half subscription, seven concerts and finale \$20, students and senior citizens \$12.50; single concert \$3.50, students and senior citizens \$2.
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Governing Council & Committees

Wednesday, December 9
Business Affairs Committee.
 Board Room, Simcoe Hall. 4 p.m.

Thursday, December 10
Academic Affairs Committee.
 Council Chamber, Simcoe Hall. 4 p.m.

Monday, December 14
Planning & Resources Committee.
 Council Chamber, Simcoe Hall. 4 p.m.

Tuesday, December 15
Committee on Campus & Community Affairs.
 Council Chamber, Simcoe Hall. 4 p.m.

Thursday, December 17
Governing Council.
 Council Chamber, Simcoe Hall. 4.30 p.m.

Play & Reading

Monday, December 7
Stephen Themerson.
 Prof. Graham Falconer reads from Themerson's fiction; University College Poetry Readings. Walden Room, University College Union, 79 St. George St. 4.10 p.m.

Wednesday, December 9
The Female Consistory of Brockville.
 By "Caroli Candidus Esq.". Anonymous satirical account of an early Canadian church scandal in Brockville in the 1850s; directed by Anne Craik; third of four

plays in Graduate Centre for the Study of Drama studio theatre season. Studio Theatre, 4 Glen Morris St. December 9 to 12 at 8 p.m.
 Admission \$1. Information and reservations, 978-8668.

Exhibitions

Monday, December 7
Architect to the Arts.
 Josep Lluís Sert, own work.
 Galleries, Faculty of Architecture & Landscape Architecture, 230 College St., to Dec. 31.

Books from Bulgaria.
 An exhibition of books published in Bulgaria will be on display, one of the activities sponsored by the Canadian Committee to Celebrate Bulgaria—1300 years. Exhibits area, entrance level, Robarts Library, to Jan. 12.



The Joan Miro Foundation and Centre for the Study of Contemporary Art designed by Josep Lluís Sert. See above for information on an exhibition of his work.

Miscellany

Friday, December 11
Disabled Persons and Society: In Pursuit of Integration.
 Last of three weekly meetings, Lunch and Learn Club Series II. Innis College Town Hall. 12.15 to 1.15 p.m.
 Registration fee \$35, senior citizens \$15.
 Information and registration, School of Continuing Studies, 978-2400.

Evening of Dance.
 Featuring dance films and ballroom dancing and chorus line demonstrations. Dance Studio, Athletic Centre. 8 p.m.
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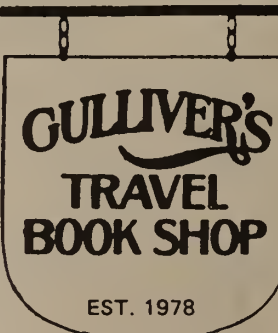
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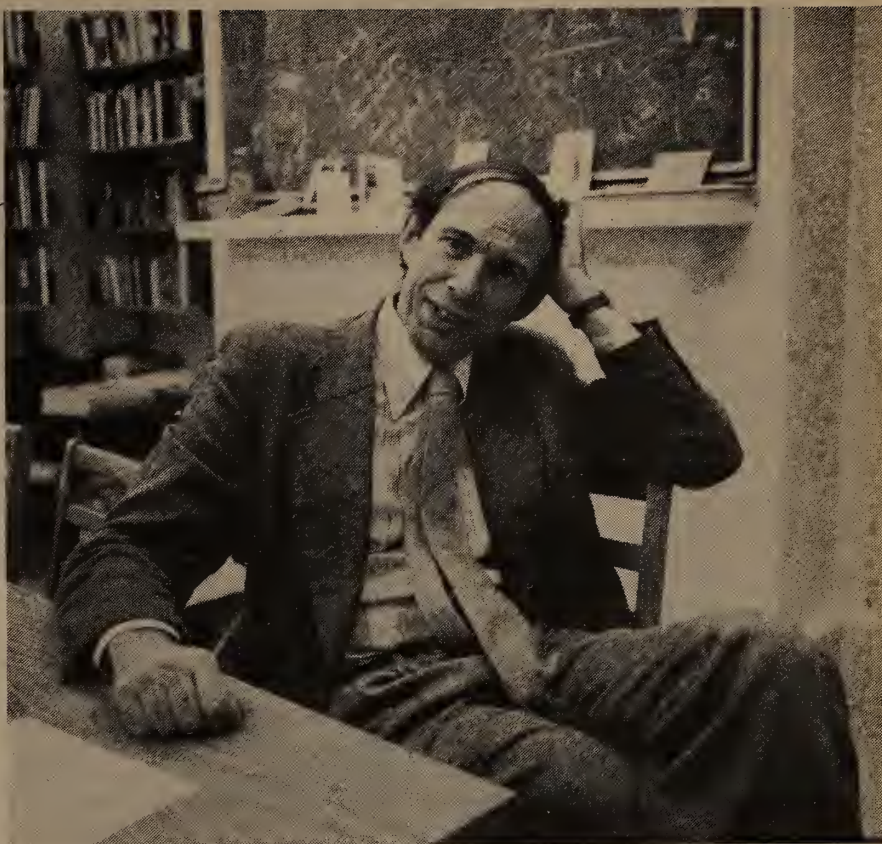
University space and human space

by Alexander Leggatt

President James Ham has told us on more than one occasion that "All space is University space". It is a natural, apparently pragmatic position for the president of a hard-pressed University to take, and it is good to have the idea stated so clearly and simply. But this wouldn't be the University of Toronto if, having got a clear, simple idea, we didn't try to complicate it somehow; and the complication in this case is — as usual — the human factor. If the idea that all space is University space is not clearly qualified, it leads to the kind of abstract thinking, the purely quantitative measurement of resources, to which people and organizations are subject in times of crisis: so many people in the lifeboat, so many tins of rations, divide and toss the remainder overboard. It is the habit of mind that leads us to think not of teaching, which cannot be measured, but of Instructional Activity, which can: divide the number of students by the number of staff; one head equals another, no need to examine the contents. And so if all space is University space, one room equals another of equivalent size, and any space which is

deemed to be under-used can be taken over for more urgent purposes.

Up to a point, this makes sense; but only up to a point. A recurring problem for campus drama groups is lack of space for storing scenery; the Governing Council Chamber, with its high ceiling, would be ideal. Several of the colleges have chapels, used only a few hours a week, that (with their large expanses of glass) could be adapted as greenhouses for the botany department. University College and Hart House are sitting on land that, if cleared, would be ideal for multi-storey parking. They wouldn't dare, of course. (Would they? Not long ago University College nearly lost a large part of its Refectory to a computer centre.) The spaces of an institution like this acquire over the years an integrity that has nothing to do with questions of how many people use them, how often. Architectural beauty and historical associations enter into it of course, and a lot of work has gone into preserving and enhancing our most attractive buildings; but I think the real secret of these places lies deeper. In my



office at University College there is a fireplace, unusable time out of mind. Several sets of initials are carved into it, and into the mantelpiece over it. The office was formerly occupied by the chairman of classics for the college, but such people are not usually given to acts of vandalism, however modest, and I suspect the students who lived in this part of the building when it was a residence. No matter. Those initials, aesthetically worthless and historically negligible, are a guarantee that my office is not just a container for an Instructional Activity Unit (me) but a place where people have lived and worked.

Is it sentimental to think about the human dimension of space in this way? The question is rather, is it practical in the long run to think in any other way? We know now what happens when planners construct not homes but housing units in which people can be conveniently stored in large numbers, thinking not of how bleak and soulless they are but of the number of square metres each family needs. (Space, after all, is space.) Vandalism, crime, rioting. The University cannot afford to think of its space that way. I'm not saying that we should expect riots in the corridors of Sidney Smith

Hall (I'm not ruling it out, either); rather, I am pointing to a social responsibility that the University neglects at its peril. The growing dehumanization of humanity — in which living and working space have played such a dismal part — needs to be resisted not just by individuals writing letters to the editor but by powerful organizations with buildings of their own, who can show by example what living and working space ought to be. We may not think of ourselves as powerful, but a large percentage of the population passes through our universities, and goes on to shape society for good or ill. They will learn not just from what we teach, but from what we are.

This means that when our planners are looking at University space they need to be aware not just of square metres and hours of use but of the human and even the irrational. The chapel or common room that stands empty most of the week, the odd staircase that seems to lead nowhere, the corridor that is too wide or too narrow, the initials on the mantelpiece — all these have their importance in resisting the abstraction in which the wrong kind of planning deals. If the University simply measures space without respect for the human activity that goes on in that space it will become not a university but a degree factory — and it may have cause to wonder why its members have no affection for it, no desire to give it extra support, no interest in anything but the degree or the paycheck. Writing in *Apologia Pro Vita Sua* of his departure from Oxford, John Henry Newman observed, "Trinity had never been unkind to me. There used to be much snapdragon growing on the walls opposite my freshman's rooms there, and I had for years taken it as the emblem of my own perpetual residence even unto death in my University." He adds that he never saw Oxford again, "excepting its spires, as they are seen from the railway". Perhaps it is too much to expect that depth of feeling about the University of Toronto. It is hard to imagine an occupant of, say, the Medical Sciences Building seeing the rubber plant outside his office as Newman saw his snapdragons. But unless we can inspire some sense of place, and respect it when it appears, we will be falling short of our responsibilities as a university. In saying that all space is University space, we cannot afford to leave the University's people out of the equation.

Alexander Leggatt is vice-principal and program director of University College.

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Letters

Binding arbitration by Governing Council is a 'preposterous' proposal

It is difficult to take seriously the Report of the Governing Council's Advisory Committee on the *Memorandum of Agreement* which has been endorsed by the Executive Committee of the Governing Council and sent on to that body for consideration at its next meeting. Since, however, the abundant humour in this document appears not to be conscious, and since its recommendations may well shape the Governing Council's negotiations with the faculty association, I should like to make some comments on it.

The report does acknowledge that "the economic position of members of the University community has eroded in recent years"; in plainer language this presumably means that, in real terms, our salaries have declined. The report also acknowledges that our working conditions have deteriorated. And it acknowledges that there is faculty discontent with the mediation process laid out in Article 6 of the current *Memorandum of Agreement*, particularly as a result of the last mediator's frank admission that he was influenced in making his recommendations by the prospect of the Governing Council's rejection of any more generous award.

But, with what can be glimpsed even in its turgid language as a kind of shudder of horror, the report rejects the faculty association's proposal for binding arbitration in salary and benefit disputes. Here familiar old arguments are trotted out once again: A generous salary award by the arbitrators might impose a "severe strain" on the University. "Even one 'oddball' award could rip the fabric of the University community." The report neither recognizes the unlikelihood, in a system of final offer selection, of excessively generous awards, nor the speed with which inflation would level out any little mounds of generosity. Objection is piled on objection: Higher salary settlements would lead to lower expenditure in the rest of the University and further deterioration in working conditions so that after a "short-term improvement in individual feelings . . . frustration would be greater than before". Alternatively, salary settlements that produced real deficits would invite government intrusion into the University's affairs. The report dismisses without argument the considerable evidence that university deficits, in fact, tend to produce modest increases in government funding; equally the report ignores abundant evidence that university surpluses produce more and more stringent government funding as government seeks to shrink away residual "fat".

The report acknowledges that 11 Canadian universities, including almost all the major universities in the West and several in Ontario, have agreements that provide for binding arbitration in salary and benefit disputes. But there is virtually no examination of how these agreements have worked, perhaps for the simple

reason that they *have* worked — have produced salary and benefit settlements far better than ours, have not bankrupted any university, have not destroyed "collegiality", have not brought squads of government auditors and hatchet-men onto our university campuses. Rather oddly, the report does observe that awards from binding arbitration have sometimes favoured the university position rather than that of a faculty association, and then, in a piece of really startling disingenuousness, offers as yet another argument against binding arbitration the prospect that a settlement too close to the university's might cause faculty disappointment!

Running through the pages of objections to binding arbitration and, indeed, running through the whole body of this report are a couple of familiar administrative themes: One rejects any external role in University decision-making on grounds of University autonomy, on grounds, that is, of the "University's ability to manage its own affairs". I think it might be helpful to translate that phrase into what it usually really means, and that is simply the University administration's claim to an exclusive right to manage the University's affairs. Similarly, the words "collegial" and "collegiality" are frequently used in this document. Now, of course, real collegiality does exist among faculty members and librarians and can survive disagreements on how to deal with the University administration. On the other hand, there are many bureaucrats and careerists in University administration who are not our colleagues and to whom we owe no feelings of collegiality. Nor do we to most members of the Governing Council. As these terms are used by University administrators, however, they are usually meant to suggest to us that because some University administrators are, or were, our colleagues, by this fact alone, their decisions are in our interest. This is nonsense.

Finally, in its opposition to binding arbitration, the report dismisses summarily the fact that what the faculty association has asked for is really a trial period under this system, since an agreement would be for a stated term and either party would have the option of ending arbitration when the term expired. The report's grounds for dismissing this escape clause are that "in practice binding arbitration, once agreed to, would be extremely difficult to terminate". One then is left to wonder why, if the consequences of binding arbitration are as bad as the report maintains, it is so difficult to get rid of.

On several occasions this report refers somewhat darkly to the report to the faculty association council of the UTFA committee that was struck last spring to consider alternatives to present procedures under Article 6 of the *Memorandum of Agreement*. This committee put before the UTFA council a range of

alternatives, from minor modifications in the present Article 6, through an agreement for binding arbitration, to certification under the Ontario Labour Relations Act. It left the choice among these alternatives to the faculty association council which chose to pursue binding arbitration. It is therefore now wholly pointless for the report to chide the faculty association for not considering minor changes to Article 6, since the association has deliberately considered and rejected such a course.

Having rejected binding arbitration, the report finally makes its own proposals. Some are motherhood proposals, such as the one to continue to press the provincial government for more money and another to reaffirm a "philosophy of openness" in providing financial information to the faculty association. One is a sort of step-motherhood proposal that the Governing Council's policies should be aimed "at ending further erosion of salaries and deterioration of working environments" (not the restoration of decent salaries and working conditions). One is a murky but sinister proposal for "a program of restructuring (that) should include more than planning for 'excisions' or extreme compression of functions". Gibberish which presumably means, if it means anything at all, firing some people in order to have more money for the salaries of others.

Then at last the report leaves reality far behind and passes straight into cloud-cuckoo land. It proposes to abandon present procedures under Article 6, by which, of course, the mediator, failing mediation, makes an arbitral recommendation which the faculty association is bound to accept but which the Governing Council may accept or reject. Granting that this procedure is unfair to the faculty association the report proposes instead that *either* the faculty association or the University administration may reject a mediator's report, leaving a resolution of final impasse to — guess who? — the Governing Council! Now the report admits that, in order to fulfil its role as a supreme court, the Governing Council might have to "distance" itself more than it has from the University administration, but it can

do this because it is a "unique body comprising all constituencies of the University".

Merely to state this bizarre proposal damns it sufficiently. It is not worth a serious answer. If it is made seriously, it suggests either breathtaking dishonesty of purpose or truly mind-numbing self-importance in its authors. Self-importance of considerable dimension has, of course, characterized the Governing Council since its inception. Indeed it represents that body's most distinguishing feature, since in matters of substance the Governing Council has never been more than a rubber stamp for the University administration.

I am certain the faculty association will reject the preposterous proposal of binding arbitration by the Governing Council, and I hope the University administration, including the Governing Council, will have enough sense to agree to a real system of binding arbitration in salary and benefit negotiations without further delay.

Incidentally, I do not regard a scheme of binding arbitration, and certification of the faculty association under the Ontario Labour Relations Act, as mutually exclusive. It might be that prompt agreement on a system of conciliation that included binding arbitration would preserve our present voluntary agreement, and some colleagues may find this desirable. Because it would give us certain rights and securities that I think we need, certification of the faculty association seems to me, as it has for eight years, desirable in itself. But this does not really bear one way or the other on the question of binding arbitration, which works equally well within or without a certified agreement.

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Letters

Governing Council cannot delegate its responsibility

Perhaps a letter in the *Bulletin* might be a good means of responding to requests for a summary and explanation of the Report of the Advisory Committee on the *Memorandum of Agreement* with UTFA.

In essence UTFA is addressing two problems. One is the economic problem, that salaries and benefits have eroded too far in real terms over the last several years. The other is a problem of process, that the mechanism of mediation under which annual negotiations for salaries are conducted is structurally unfair because in the end result Governing Council has a final right to reject the mediator's report. UTFA's solution to both of these problems is to establish a system of binding arbitration by third parties.

The advisory committee largely agrees with UTFA's two complaints but thinks that UTFA's analysis does not go far enough. The committee does not accept UTFA's proposed solution. Instead it puts forth new proposals to solve the real underlying problems.

Let me deal first with the economic argument. What really matters is that through several years of continued underfunding the whole of the University has been squeezed, including salaries. About 45 percent of the University's budget goes in salaries to faculty and librarians but another 30 percent goes in salaries to others which are greatly influenced by the size of the settlement with UTFA, so that in total more than 75 percent of the University's budget is either set or very greatly influenced by the annual negotiation with UTFA. This leaves about 25 percent of the budget for all the other aspects of the University environment including maintenance, equipment, books, publishing and other services, etc. It is this total environment that matters to all members of the University community. An academic works here because he is a member of this community.

Over the several years of underfunding the strain has been taken essentially by squeezing equally. In ancillary services such as maintenance there have been extra cuts, but by and large the cut-backs have been evenly spread across the board. Hence the erosion of salaries and benefits.

The advisory committee is recommending to Council in the strongest terms that this should change, and that the University should adopt a new strategy of budgeting. The University should not tolerate the further erosion of faculty salaries. At the same time the University can also not allow its environment to depreciate further. Because salaries are such an important part of the total budget, a one percent increase in salaries takes away three percent of expenditures on the environment, assuming level funding. In face of continued underfunding there is only one place the money can come from and that is from restructuring. Since the University's income is very heavily related to enrolment, the institution must get smaller while enrolment is more or less maintained. This will not be easy, only necessary. The proposal of the advisory committee is that faculty salaries should be better than they would be under the current budget strategy. This proposal is of fundamental importance for the future of this university and it requires very high priority.

Governing Council has standing committees, including Planning and Resources and Business Affairs. It is not the role of the advisory committee to infringe on the jurisdiction of those committees. Any policy for implementing such a strategy must be developed in the normal course by those committees with the full input of the administration. Thus the first conclusion of the advisory

committee's report is to draw to the attention of Governing Council that its policy should be aimed at ending further erosion of salaries and deterioration of working environments. If that conclusion is accepted by Council, it will constitute an instruction to the administration and to the standing committees to get busy to produce appropriate plans during this academic year.

In addition there must of course be continued and renewed representations to the provincial government and to the Ontario community for redress of the University's basic underfunding. The proper standing committees should produce plans for this and also should consider what better use might be made of the assets to produce more revenue directly. However these are not likely to end the problem of underfunding although they may help. A program of restructuring is necessary.

UTFA on the other hand seeks to generate the appearance of new revenue used for salaries and benefits through deficits. They argue strenuously that an outside arbitrator will not have a big effect on the deficit or surplus in the budget because he will always be reasonable. But when pressed they admit that deficits could occur and that they would be a good thing. Only through substantial deficits will the government be forced to come to the financial aid of the University, they say. The advisory committee totally rejects this argument. A temporary deficit may have a place if some means of repayment is foreseen, but a significant deficit can only attract greater interference by the province, at great cost to the working environment of this university. The experience elsewhere has been that governments are very unsympathetic to university deficits. For example, we have had fair warning from the Committee on the Future Role of Universities in Ontario, that governing bodies "... must not allow unmanageable deficits to accumulate in the hope that somehow 'things will get better'. For its part government must not 'bail out' universities which run up such deficits. Institutions must be encouraged to live within their means."

But in the absence of deficits how can an arbitrator create more revenue for wages and salaries and benefits? If his awards are even moderately above what would have otherwise been achieved they can only come at the expense of about three times the reduction in expenditures on the environment. While at first there may be some emotional uplift among faculty and librarians if binding arbitration were now granted, before long disappointment would set in because an arbitrator can not improve the fundamental economics of the situation. Renewed disappointment and frustration could quickly lead to bitterness. The advisory committee is deeply opposed to handing the faculty and librarians an illusory solution that will not in fact produce the benefits anticipated.

With regard to the other problem raised by UTFA, that of the fairness of the process, the advisory committee agrees that improvements need to be made but once again it does not believe that unconstrained binding arbitration is any part of the solution. First of all the advisory committee believes that Governing Council should re-affirm a philosophy of openness in the provision of financial information necessary for the conduct of negotiations and mediation. That should be obvious. Secondly, the committee recommends that Article 6 of the *Memorandum of Agreement* be revised to include specific criteria with reference to which a mediator could determine equitable salary recommendations. The

mediator last year was concerned that he had to operate in a vacuum since there are no instructions in the present *Memorandum*.

The committee's third recommendation in this area is the most important and it is unique. After all the University of Toronto and its system of government is already unique. The complaint of UTFA is that since Governing Council under the present *Memorandum* has the right to reject the mediator's proposal the system is unfair and not symmetrical. More important, the last two mediators have tried to find an award which they thought would be acceptable specifically to Governing Council. In practice UTFA feels that the award is therefore somewhat lower than it might otherwise be and UTFA finds this unfair. The advisory committee agrees with UTFA that the process was never meant to be one-sided and that it should not be. On the other hand Governing Council has not been at fault, since it has never rejected a mediator's award. The problem has been entirely in the mediator's perception of the role of Governing Council. The advisory committee wants to correct that.

It is Governing Council which is charged by the University of Toronto Act with determining salaries as part of its governance in the best interest of the whole institution. This is a responsibility which cannot and should not be delegated. This will remain true no matter what the bargaining process may be now or in the future.

The Governing Council is not a Board of Directors of a company and this university is not a profit making corporation in the private sector. The management of this university is in the hands of the administration organized by the President who is the Chief Executive Officer. Governing Council on the other hand is the coming together of all the constituencies of the University into one place for proper governance of the institution. Some people have the image that Governing Council is simply a rubber stamp for the administration. It is not, and the Governing Council must make the distinction more apparent. The administration manages the University, whereas the Governing Council governs through the focus of all the estates of the University in the best interest of the institution as a whole.

The advisory committee's proposal is therefore that the annual salary negotiations will take place between the administration and UTFA in search of an agreement. If necessary a mediator will be called in who will operate under agreed upon criteria as already mentioned. In due course, if he cannot find agreement, he will produce a report with his recommendations for settlement. If both the administration and UTFA accept his recommendations that will be the contract. However if either UTFA or the administration rejects the mediator's settlement there will be an appeal to Governing Council itself. Both sides will present their arguments to Governing Council in public session.

In the past only the administration had the right to appeal to Governing Council for a rejection so that any rejection by UTFA was meaningless. Under the new proposal a rejection by UTFA will have exactly the same weight as a rejection by the administration, that is it will trigger a public hearing before Governing Council. The real effect is that both sides will have to justify their positions publicly. On its side the administration will have to examine the effects of the various proposals on the rest of the budget and outline to Governing Council, and therefore to the whole University community, the effects on the

budget, other services and the University environment generally. UTFA would be expected to explain its case in terms of equity, the comparability of salaries elsewhere, and would always have other possibilities open to it if its demands were not satisfied. Then Governing Council would decide. It might simply reiterate the mediator's award, or it could move higher or lower. Both UTFA and the administration would have to abide by the decision of Governing Council.

UTFA greeted this proposal with hilarity. Fair enough, a sense of humour is needed in such serious discussions. The fact is that if the University were a company in the private sector it would be strange. But the University is not such a company and the Governing Council is not a Board of Directors. It is the properly balanced coming together of all the estates of the University. Those who do not understand this should reflect again.

During the widespread debate of the late 1960s which led to the creation of the Governing Council, one question addressed was whether the faculty should have control of the real levers of power. What is a university without its faculty? To this the answer came from the government, the chief funding source, what is a faculty without money? Out of that debate came a clear decision which I believe will be reiterated if it is put to the test again in this decade — that no one estate will have a predominant influence on the highest policy decisions of this university. What the faculty did achieve however was a considerable share of power, a hand on the monetary lever together with other hands. This is represented partly through the inclusion on Governing Council of several faculty representatives. They do not always get their way of course but they do exercise great influence in Council. So too do the other constituencies which in my view are validly represented. It is impossible to see the system surviving if Governing Council is fiscally irresponsible and turns in large deficits for the province's attention. Fiscal integrity is no laughing matter. It would be a pity for this Governing Council experiment to end because of the interest of any one group. Far better to allow Council to rise to its responsibilities above the level of day-to-day disputes — to exercise its legislated authority to establish policies for the general well-being of the University community as a whole. This is the collegial answer. I believe it has more promise for making this university an interesting and prosperous community in the face of hard times than any other system I can imagine.

The thrust of the UTFA argument is that it wishes to negotiate more directly with the ultimate source of money — that is with the provincial government. Government is political, more distant from the realities of this campus, and it has to worry about the university system as a whole as part of a host of competing worries. I doubt that a direct negotiation will bring forth more money than comes now. I am sure that the environment would be less collegial.

In summary, the recommendations of the advisory committee are for better salaries and a better working environment through a program of restructuring, together with a process of annual negotiation and mediation (if necessary) in which the administration and UTFA would be equal. No system of third party arbitration can do as much.

E. Kendall Cork
Chairman
Advisory Committee on the
Memorandum of Agreement

Letters

The advisory committee report should be forgotten, the sooner the better

The Report of the Governing Council's Advisory Committee on the *Memorandum of Agreement* has been rejected by the overwhelming majority of faculty and librarians. One point on which it is particularly inadequate is on the relation between the University of Toronto's plight and the attitudes and priorities of the provincial government.

The report proceeds from the assumption that the squeezing of this and other Ontario universities is a product of larger trends that are essentially beyond our control. Thus, on page 5: "The recognition that 'the times are tough' applies in the University community as well as elsewhere. All government funding to educational and social services is under great pressure." From this flows the report's central point about the choices to be made concerning the University of Toronto's future, namely that the key tradeoff is to be made within the University itself: "The only way to move towards establishing faculty and staff salaries at an adequate level is to make some hard and hurtful institutional changes." Most of these changes are left to the imagination of the reader, although on page 1 the report suggests that library, maintenance and support services will be the first to suffer if faculty and staff compensation is restored to a satisfactory level.

The assumption that the funding of higher education is merely a particular manifestation of a general disease afflicting all educational and social services is completely unfounded in fact. In the first place, as is well known, Ontario's performance in funding its colleges and universities compares miserably with that of virtually every other provincial administration. This is the result of specific policy decisions made at Queen's Park and not of more sweeping forces. Even more telling is the difference within Ontario between support for higher education and support for every other important social service. According to Council of Ontario Universities data, public expenditures per client served, adjusted for inflation, increased between 1970-71 and 1979-80 by almost 50 percent for Ontario hospitals and by almost 40 percent for elementary and secondary schools. For universities, on the other hand, it decreased by 10 percent. The Ontario Council on Univer-

sity Affairs, the government's own hand-picked advisory body, put the comparison with the more favoured parts of the education sector starkly in its latest report: "If operating grants per FTE student had increased during the nine-year period (1970-71 to 1979-80) at the same rate as provincial support per elementary and secondary school pupil, the university system would have received an additional \$495 million in 1979-80 alone." For the University of Toronto this would have meant more than \$110 million in this one budget year — enough to pay faculty, librarians and other staff satisfactory wages and salaries, to slow the slide towards larger classes, to acquire needed books and equipment and to maintain and replace physical plant.

This situation can be tolerated no longer. President Ham should immediately dissociate himself from the report of the advisory committee on the *Memorandum of Agreement*. The sooner it is forgotten the better. The Governing Council should grant faculty their reasonable demand for binding third-party arbitration. They should realize that recourse to an independent arbitrator will immeasurably strengthen the University of Toronto's hand in dealing with government. It will highlight our needs before the public and the politicians. It will assure the full support of 2,500 faculty and librarians in lobbying and pressuring the government. A debt-free institution need not wring its hands over deficits. Let there be borrowing, if that is what it takes to reverse this university's decline. Rather than meekly pass on government funding to students, staff and faculty and weave a hidden deficit into the very fabric of this place, the administration and the Governing Council should bring the shortfall into the open. They should then boldly challenge the government to keep its promise to maintain a quality university system with a world class University of Toronto as its flagship.

Timothy J. Colton
Political Science (Scarborough College)

Binding arbitration does not violate collegiality; certification would

I am writing regarding the current negotiations between UTFA and the Governing Council on the proposed changes to Article 6 of the *Memorandum of Agreement*. In his reply to a question from a member of the Governing Council, E.K. Cork, chairman of the Council's advisory committee on this matter, said "We have not given anything away" (*Bulletin*, Nov. 23). I have always believed that relations between faculty and administration are based on a common goal and a spirit of collegiality. Recent events surrounding the above negotiations strongly suggest that this belief needs reassessment. Mr. Cork's comments are clearly indicative of an adversary relationship. While this may be painful to accept, it does not necessarily represent an unworkable arrangement. After all, it is by means of an adversary system that justice is done in a court of law. So, let

Mr. Cork try his best not to give anything away, and let UTFA strive to get whatever they can for faculty and librarians. But, let us also remember that our judicial system would simply crumble, were there no judges. A provision for binding arbitration in the *Memorandum* is essential. What is more important, it would not at all be in violation of the spirit of collegiality.

If these current negotiations fail, a drive for certification, desirable or not, is inevitable. Alas, at that point collegiality would be out the window — a sad outcome indeed, particularly during the tenure of an administration who we sincerely believe is guided by the highest of ideals.

Safwat G. Zaky
Department of Electrical Engineering

UTFA has been flexible and responsible in 'discussions'

By the time this letter appears in print, the long-awaited response of the Governing Council Advisory Committee on the *Memorandum of Agreement* will have become widely publicized. UTFA's rejection of this response and of the paternalistic, retrograde process that it advocates for settling salary-and-benefits matters of faculty members and librarians will also have become known to the University community. Because the reasons for this outright rejection are evident, and will moreover be explained in other communications, I shall not dwell on them here. Rather, as a member of the UTFA negotiating team, I feel compelled to respond to the allegation made in the report of the advisory committee that the UTFA team was rather inflexible.

To clarify matters, a brief historical background is in order. After the "outrage motion" that the UTFA council passed last winter, council appointed a committee to investigate alternatives to Article 6 of the *Memorandum*. The mandate of this committee was to consider the range of alternatives available, study each, and present a clear picture of the pros and cons of each option. Thus, it was to be merely an educational process. The committee did just that, and the options outlined in its report ranged from doing nothing to certifying under the Labour Relations Act of Ontario. It was not in that committee's terms of reference to recommend a specific course of action, and the committee properly adhered to its mandate.

Following receipt of the report of the Article 6 committee and upon its detailed study, the UTFA council together with its executive committee chose the option that it considered, and continues to consider, to be the most viable, namely: a system of third-party final and binding arbitration. Such a system then became, and remains, our goal. In formally proposing this objective to our employer, the Governing Council, some four months ago, we also outlined a complete process for its implementation. This included mechanisms, such as final offer selection, that would guard against the "Even one 'oddball' award (that) could rip the fabric of the University community (!)"

Faced with such a modest proposal, what was the response of our employer? No, they could not bring themselves to negotiate with us, their colleagues. (May I ask here: What happened to collegiality?) Rather, they decided to carry on "discussions" with our team. That we agreed to do and four meetings of discussions-cum-negotiations ensued.

Now to the specific question of flexibility. Right at the outset we made it clear that our goal is a system of third-party binding arbitration and that that was, and still is, the "bottom line". Everything else (criteria for arbitration, composition of arbitration board, final offer selection, etc.) was negotiable. Thus, while we could not give up our central objective we were quite prepared to negotiate everything else. This to my mind is not inflexibility.

One could argue, and perhaps with some validity, that we made a tactical error: Rather than asking for what we actually want, and believe to be fair to all concerned, we should have started with more extreme demands or actions, such as embarking on a certification campaign. Then, the argument goes, we would have settled, as a compromise, for binding arbitration within a voluntary agreement. In this way we could have indeed demonstrated flexibility but, I am afraid, it would have been at an enormous cost in time and energy (both physical and emotional) and divisiveness on campus.

In summary, I firmly believe that by putting forward a reasonable, modest and fair proposal, sticking with its central goal while negotiating all of its other aspects, the UTFA council, executive and negotiating team have demonstrated not only flexibility but also a high degree of responsibility. That these negotiations have failed the way they have (barring a last-minute surprise move on the part of Governing Council before the mutually agreed upon deadline of Dec. 8) is a clear indication of the lack of sensitivity of those who govern and administer this university to the legitimate and serious concerns of faculty members and librarians.

Adel S. Sedra
Department of Electrical Engineering
Member of the UTFA negotiating team

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Letters

Dyck and Ham should work out formula for continued fiscal responsibility and adequate salaries

Now that the faculty association has rejected the proposals contained in the Governing Council's advisory committee report, it is no longer relevant to pursue further discussions within the University as to the possible merits of these proposals. This report is not, and will not be seen to be, a satisfactory response to UTFA's concerns and should be withdrawn, in its present form. It is also not useful at this stage to argue about whose fault it is that the University finds itself in this grave crisis. It is most important that the President of the University and the President of the faculty association provide the required leadership which will ensure an agreement that will allow

this university to continue to be in control of its affairs. In order to achieve this we suggest that the following must happen.

1. The University, having already accepted that salaries of its faculty have seriously eroded in recent years, will have to accept that some form of binding arbitration/final offer selection by a third party under a voluntary agreement is far preferable to certification, with a likely binding arbitration following as a result of certification.

2. The faculty association will have to accept that the University through its Governing Council must retain financial control of its affairs. It is clear that high salary and benefits settlements awarded

by an external arbitrator could not fail to have repercussions in terms of staff complement. To think otherwise is to suppose that we would be bailed out of our financial difficulties by Queen's Park. None of us can be very sanguine about this prospect. Therefore, the faculty association would have to agree to a process, under the terms used in the *Memorandum of Agreement* on previous occasions, to achieve the reshaping and reduction of staff in a humane and sensible way. The combination of these two conditions would allow the University to continue to exercise fiscal responsibility, while meeting the legitimate demands for adequate salaries for its staff.

It will take longer than the self-imposed deadline of Dec. 8 to reach even a preliminary agreement. For the faculty association to proceed immediately with its announced plans for a certification drive, in case of failure to reach agreement by Dec. 8, would be irresponsible, provided that the President has indicated by that date that he is willing to replace the current proposals by others that meet

the two conditions outlined above. Certification will not necessarily result in more money for faculty. It most certainly will result in fundamental changes in the way this university will be able to operate in the future, which in our opinion will cause very serious damage. We know that our feelings and concerns on these issues are shared by many of our colleagues. We urge President Ham and UTFA President Dyck to do everything necessary to avoid such a development.

G.W.R. Heinke
Chairman
Department of Civil Engineering

Keith Yates
Chairman
Department of Chemistry

H.W. Smith
Chairman
Department of Electrical Engineering

Jaap de Leeuw
Director
Institute for Aerospace Studies

Male-dominated committee should be restruck

As members of each of the constituencies on the Council for Athletics & Recreation, we wish to express our sharp disappointment at the composition of the Department of Athletics & Recreation Leadership Review Committee recently appointed by Vice-President William Alexander. The fact that eight of the 10 members are male (nine of 11 if you count the secretary) is extremely disturbing. While we have every respect for the committee members as individuals, there is little evidence that male-dominated sports committees have ever taken the interests of women into account.

(It is also unfortunate that there are only two students on the committee. On the Council for Athletics & Recreation, there is parity between students and non-students, and sexual parity among the students — why were these principles ignored in the leadership review committee?)

Despite some gains by women in recent years, Canadian sport is still "male practice" — men make most of the decisions and control most of the operations. Traditionally, university women had some protection in separate (but unequal) departments, but much of this seems to have disappeared in the integration of men's and women's departments (as at U of T in 1977). According to a recent report prepared for the Canadian Intercollegiate Athletic Union, during the last three years the total number of intercollegiate coaching positions held by males has increased by 47 (34 of which are in women's athletics), while the number of positions held by females has dropped by three. Although the program at U of T is not as bad as it was, sexist attitudes and practices remain, as the council debates

on integrated intramural competition and unisex awards attest. Male dominance of the committee which will choose the next director suggests that at U of T as well, "integration" has really meant "annexation".

Studies of participant motivation in athletics and recreation have shown that even at the level of Olympic competition, where female athletes seem closest in outlook to their male counterparts, there are significant differences between males and females in their definition of the purpose of physical activity. At the recreational level, the differences are much greater. No matter how well intentioned, the males on the committee cannot be expected to anticipate these differing needs. For this reason, the committee should be restruck on the basis of sexual parity.

We are well aware that time is of the essence, as the committee's appointment was unduly delayed. But the need for prompt decisions does not outweigh the need for a properly representative committee.

Sylvia Duckworth
School of Physical & Health Education

C.M. Hosek
Victoria College

Sylvia M. Hvidsten
University College

Bruce Kidd
School of Physical & Health Education

Merrily Stratten
Department of Athletics & Recreation

Elizabeth Hill Thorsen, 6T1
Alumna

We must not make budget cuts at the expense of the disabled

As industrial societies once again struggle with unemployment and inflation, a great deal of belt-tightening is going on at all levels of society, and the University of Toronto is no exception. In some cases people or institutions tighten their own belts, in other cases their belts get tightened for them. This may well be a useful experience, but not when it cuts into vital necessities. Since the business of deciding what is essential and what is not is rather subjective it is important that one has some choice in this matter.

It is of course no secret that minorities which are least able to defend themselves are most vulnerable. One such group in our society is that of disabled persons. I know from first-hand experience the tragedy of many who, in a mass society, become lost in the crowd, who have nobody to turn to except some bureaucracy and who do not get what they need most: to be accepted as human beings and to be given a real place in a community. This may lead to a feeling of defeat, a feeling of being useless — yet another industrial waste.

What implications does this have for the current budget process at the University of Toronto? It is going to be very tempting to say, "The International Year for Disabled Persons is coming to an end. The University has made a significant contribution toward that cause, including the opening of an office for services to disabled persons, and given the current constraints we will just have to concentrate on another equally worthy area this coming year." This may appear sensible, but let's look a bit closer. The university in our kind of society provides access to a wide variety of jobs for its graduates. Many of these are in fact jobs which disabled persons can successfully hold. In other words, access to a university is a matter of vital necessity for many disabled persons: it can mean the difference between participating in our society or being largely excluded from it. Hence it is important to keep up the momentum toward making a top-notch Canadian university accessible to disabled people. We must resist the temptation to make those budget cuts that would stop the building of a few ramps

and accessible washrooms, and equally important, the vital support services so energetically coordinated by Eileen Barbeau. Let us not tighten the belt at the expense of those who can least afford it. The unemployment rate among disabled persons is already high enough.

For those who may not like my appeal to being our neighbour's keeper, let me assure you that the investment in accessibility is economically sound. Last year I was involved in an attempt to save the Trent Audio Library, which reads academic texts on tape for some 70 blind or print-handicapped students and a few faculty members (I am among the latter). If this essential support service had been cut, a good many would have had to give up their studies or quit their jobs. Given the typical high rate of unemployment among disabled persons, many of these people would have been drawing unemployment insurance or disability pensions at a cost to the community of several times what was required to keep this service going. (The library's problems are still not settled since no permanent solution has been decided on by Queen's Park as yet.)

I am urging that the University of Toronto, in making a further series of budget cuts, will consider these matters and continue the efforts it has begun in the past year toward making its buildings and facilities more accessible to disabled persons.

W.H. Vanderburg
Departments of Industrial Engineering and Sociology

Search committee for director of athletics and recreation

President James Ham has appointed a search committee to recommend a director of the Department of Athletics & Recreation for a five-year term beginning July 1, 1982. The membership of the committee is: Professor W.E. Alexander, vice-president — personnel and student affairs (chairman); Professor R.C. Goode, associate director, School of Physical & Health Education; J.P. Hamilton, alumnus; R.H. Hayward, assistant registrar, St. Michael's College; Gregory Hemstreet, student member, athletic department council; Professor A.C.

Hewett, instruction coordinator, Department of Athletics & Recreation; A.J. Higgins, instructor, Department of Athletics & Recreation; D.D. Kerr, student member, athletic department council; E.A. McKee, director of student services; Professor J.C. Ricker, Faculty of Education; Michael Dafoe (secretary).

The committee has begun its work and will welcome applications, nominations and comments through its secretary, room 112, Simcoe Hall, or any of its members.

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(\$12,170 — 14,320 — 16,470)
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(\$13,390 — 15,750 — 18,110)
Dean's Office, Medicine (4)

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Centre (5)

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(5), Pathology (5), Surgery (5)

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positions (5), Otolaryngology (5),
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(\$19,300 — 22,710 — 26,120)
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Sociology (1), Student Awards (6),
Political Economy (1)

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Student Record Services (3), Medical
Computing (3)

Programmer Analyst
(\$22,930 — 26,438, Union)
Library Automation Systems (3)

Programmer III
(\$22,520 — 26,490 — 30,460)
Zoology (1), Computing Services (3),
Student Record Services (3), Business
Information Systems (3)

Programmer IV
(\$27,750 — 32,650 — 37,550)
Student Record Services (3)

Data Entry Clerk (LT-3)
(\$12,529 — 14,303, Union)
Library Automation Systems (3)

Computer Operator II
(\$14,900 — 17,530 — 20,160)
Computing Services (3)

Computer Operator II
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positions (3)

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(\$13,390 — 15,750 — 18,110)
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Administrative Assistant II
(\$19,300 — 22,710 — 26,120)
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Walk to U of T. Extra large bachelor in quiet Victorian house. Unfurnished or partly furnished. Fireplace, balcony, parking. Available Jan. to Sept. \$350 month includes utilities. Tel. 968-0926.

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Accommodation wanted for visiting professor. Small house, furnished apartment or duplex near U of T for early January to May/June 1982. Will house sit if possible. Please call collect: Professor Donald Hildum (Oakland, Michigan) (313) 377-4125 (person-to-person) or (313) 375-0216 (home).

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